



# SHARP

SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

TM

## ARMY SHARP FOCUS

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### SHARP PROGRAM DIRECTOR'S VISIT ABOUT INSIGHT

—By Melissa K. Buckley



Dr. Christine Altendorf, SHARP Program Office director, chats with a student during her visit to a U.S. Army Military Police School's Special Victims Unit training class.

*Photo Credit: Melissa K. Buckley; army.mil*

#### FORT LEONARD WOOD, MO.—

The Army's top civilian for the Sexual Harassment/Assault Response and Prevention Program, Dr. Christine Altendorf, visited Fort Leonard Wood (FLW), Mo. Jan. 16.

After receiving a first-hand look at the U.S. Army Military Police School's Special Victims Unit Investigators Course (SVUIC), Altendorf said she was surprised by the personal interaction. "I've learned a lot on Fort Leonard Wood. It's things you wouldn't normally think about, such as what happens to somebody's brain when they are under severe trauma. There are actual physiological things that are occurring," Altendorf said.

Fort Leonard Wood is one of three stops she is making to analyze the process of Sexual Harassment/Assault Response. "I have already been to the lab in Atlanta where they do all of the forensics on the evidence. Next, I will visit Quantico, Va.," the SHARP director said. "I'm trying to find out what is effective. The more that I can hear, the better the ultimate products are going to be," she said.

Altendorf also met with Maj. Gen. Leslie Smith, Maneuver Support Center of Excellence (MSCoE) and FLW commanding general, and the MSCoE SHARP instructor, in addition to the SVUIC class in session.

"Listening to them was fascinating. The thing I learned in the course today was about how they interview victims and the accused. The method used was interesting," Altendorf said.

In her speech to the class, she told the SVUIC students about the five lines of effort that are the basis for all of the SHARP initiatives currently in practice. Those lines of effort are prevention, investigation, accountability, advocacy and assessment.

Altendorf had the opportunity to sit down with a few commanders and discuss how SHARP initiatives are working in their units.

"We are pushing out a lot of legislation. Anytime I can get out in the field and talk to people to find out the most effective way to implement the legislation is invaluable."

Full story: [http://www.army.mil/article/118793/SHARP\\_program\\_director\\_s\\_visit\\_about\\_insight/](http://www.army.mil/article/118793/SHARP_program_director_s_visit_about_insight/)

# SAAM 2014 IS COMING... BE PREPARED

**APRIL IS SEXUAL ASSAULT AWARENESS MONTH (SAAM)** and the Army will be hosting, as well as collaborating with communities across the country on, a series of activities and events to increase awareness of the critical issue of sexual assault response and prevention under the theme "Speak Up! A Voice Unheard is an Army Defeated."

Everyone in the Army Family can get involved in the fight against sexual assault. Submit your scheduled SAAM activities and events to Marci T. Hodge at [marci.t.hodge.civ@mail.mil](mailto:marci.t.hodge.civ@mail.mil), including the name, date, time, and location of the event or activity.

Additionally, be prepared by ensuring your unit has enough SHARP marketing materials on hand. If your unit requires additional materials, you may order them from the SHARP Products on Demand (POD) website at: [www.sharpmaterials.com](http://www.sharpmaterials.com).



SHARP Marketing Materials

## MCHUGH: SIGNALS INDICATE CULTURE CHANGING ON SEXUAL ASSAULT. LEADERS MUST EMBRACE TRUST

—By Army News Service

**JOINT BASE ANDREWS, MD.—** Soldiers who are victims of sexual assault are showing more willingness to report crimes against them, a sign that there is growing confidence in the Army's commitment to investigating such crimes and providing support to victims, according to Army leaders.

Secretary of the Army John M. McHugh spoke about preventing sexual assault, his top priority, Jan. 28, at an Army Sexual Harassment/Assault Response and Prevention conference at Joint Base Andrews, just outside Washington, D.C. The Secretary outlined both his concerns—and the Army's growing list of accomplishments—to the more than 300 officers and senior enlisted personnel in attendance at the event aimed at promoting the Army's effort to curb sexual assault in the ranks.

McHugh cited findings from the Army's provost marshal general that found the number of reports of violent sexual crimes in the Army has increased during the last three years. A greater willingness to report may be the result of a victim's trust in their leadership, unit, and the Army, representing a shift in Army culture.

"Victims feel as though they not only can come forward, they should come forward...and they know they won't be victimized a second time by a leader who doesn't care, who doesn't believe them, who doesn't take them seriously," McHugh said. "And they won't be harassed when they go back to the unit by other Soldiers for blowing the whistle on someone. I think we have made great progress down that



Secretary of the Army John M. McHugh spoke Jan. 28, 2014, at the Sexual Harassment/Assault Response and Prevention conference at Joint Base Andrews, Md.

Photo Credit: Spc. John G. Martinez; [army.mil](http://army.mil)

path. I think our efforts are working." As evidence of that, McHugh noted that many of those reports—nearly 40 percent—involve incidents that happened in years past. That, he said, is a likely indication that the increase in reporting is not necessarily an increase in crime, but rather a new willingness of Soldiers to open up to their leadership about having been victimized. "That, I think, is such a clear signal that those who have been assaulted do trust you, that you are making an effort, that you are changing the culture," he told those in attendance.

In fiscal year 2012, the Army had a prosecution rate of 56 percent for founded rape allegations in which the Army had jurisdiction over the offender. This resulted in a conviction rate of 78 percent for those rape cases tried to findings. These rates are significantly higher than those in the civilian community.

Additionally, the Army's special victim investigation course is a DOD best practice, he said, and the Army has trained military special investigators and prosecutors "not just for ourselves, for the Army, but across all services."

The service has also assigned full-time Army civilians and Soldiers as sexual assault response coordinators, known as SARC's and Victim Advocates at brigade-level units. And he said the Army is making sure that those positions

Continued on page 3...

*McHugh: Signals Indicate Culture Changing on Sexual Assault, continued from page 2...*

are filled by qualified individuals who have both the passion for the work, as well as the expertise to do it correctly. “[We are] ensuring that those who serve in such a position of trust are the right people,” he said. “Making sure that commanders don’t just take who happens to be available, but pick those who are truly qualified and able to serve.”

The Army also recently created the special victim counsel program that

Despite the encouraging news, McHugh cautioned attendees that they need to be more vigilant in ensuring that resources are available to victims of sexual assault. The Army Secretary reported that a study by the Army Audit Agency found that only 73 percent of calls designed to test the victim support network were answered successfully. Examples of failures included voicemails that were not returned, unanswered phones, disconnected numbers, and numbers on websites that were incorrect. “That is outrageous,” McHugh said. “This isn’t a failure of a website, or a number or the phone company. This

actively seeking to prevent individuals from committing these acts against our own brothers and sisters in arms.”

Sgt. Maj. of the Army Raymond F. Chandler III, in an interview with Defense Media Activity broadcasters at the conference, said that fixing the problem of sexual assault in the Army starts with leadership that will follow through and demonstrate to Soldiers that there are repercussions for those who fail to respect their fellow Soldiers. “Soldiers want leaders to take action,” he said. “If the Army tells Soldiers to treat each other with dignity and respect, that sexual assault and sexual harassment are inappropriate and intolerable in the Army, they want to know that action is being taken.”

He said Soldiers want to see that perpetrators are being dealt with. “We have got to do a better job of that, more widely publicize that information,” Chandler said, noting that it could be done with using names. “We can tell our formations that a person in our organization was investigated for an alleged sexual assault, was found guilty, and this is the result. If Soldiers understand that, that leadership is taking action, it is a deterrent.” He said Soldiers want to see that perpetrators are held accountable.

Chandler also said that Army training regarding the Army position on sexual assault must move beyond classroom

*Continued on page 4...*

**“If the Army tells Soldiers to treat each other with dignity and respect, that sexual assault and sexual harassment are inappropriate and intolerable in the Army, they want to know that action is being taken.”**

—Raymond F. Chandler III,  
Sgt. Maj. of the Army

ensures victims get an Army lawyer dedicated to them, to advocate on their behalf and to help them navigate the complexities of the criminal justice system while perpetrators of the crimes against them are prosecuted. There are 81 special victim counsels now trained across the Army. “We also ensure now that we initiate separation or elimination proceedings, and prohibit overseas assignment for Soldiers who are convicted of sexual assault, where the convictions don’t result, for whatever reason, in a punitive discharge or dismissal,” he said.

And Soldiers recently found changes to the evaluation and reporting system that takes into account their own efforts to foster a “climate of dignity and respect, and most importantly how those officers and NCOs are adhering, or not, to our SHARP Program,” the secretary said.

is a failure of leadership. I don’t know how we can make it any clearer to those in charge who are commanders. It cannot and it will not be tolerated. Every time a victim reaches out, we have got to be there. We have to provide the help that we say is available.”

Chief of Staff of the Army Gen. Ray Odierno said “this is about leadership accountability and development. We need to change the culture and train our young leaders. The communication aspect of this is also vital; we need to continue to relay the importance of this issue to our formations. We need to continue to take care of our victims; empower them to feel comfortable and trust their chain of command to do the right thing. We need to be aware and

**BY THE #'S**

**174**

The number of Brigade-level SHARP full-time DA Civilians hired as of Feb. 28.

*McHugh: Signals Indicate Culture Changing on Sexual Assault, continued from page 3...*

learning, and must become a matter of regular interaction between the most junior Soldiers and the first leader in their chain of command.

"There are places where large group sessions work," Chandler said, "especially when you are introducing a new program or policy. But I think that small group instruction, which facilitates dialogue amongst a group of peers, is important. I think the most effective training is going to happen between the sergeant and the Soldiers they lead, because they are going to see those individuals on a day-in and day-out basis. And the leader can then check and adjust what he has taught them in order to individualize the training to the person they are trying to teach. I think that is the most effective way."

He also said vignettes, real stories with real outcomes about victims and perpetrators of sexual assault, are also a powerful tool for teaching Soldiers.

While there are many resources across the Army for educational material on a myriad of subjects, Chandler cited that the Center for the Army Profession and Ethic is an excellent starting point for material on both sexual assault and other ethics and Army professional material. "It's a tremendous website (<http://cape.army.mil/>) that is very user friendly, any person can get a complete lesson plan and the training material to help our Soldiers learn and grow," he said. "It even has the instructor guide as to what you are supposed to say and when. I challenge anyone to go take a look at these stories, personalize that Soldier as your brother or sister, and to learn from that and become a proactive member and go and make change."

Full story: [http://www.army.mil/article/119353/McHugh\\_Signals\\_indicate\\_culture\\_changing\\_on\\_sexual\\_assault\\_leaders\\_must\\_embrace\\_trust/](http://www.army.mil/article/119353/McHugh_Signals_indicate_culture_changing_on_sexual_assault_leaders_must_embrace_trust/)

## TRAINING & CURRICULUM CORNER

*By J.D. Leipold, Army News Service*

### Army Launches Eight-Week SHARP Pilot Course

**WASHINGTON**—The Army launched an eight-week Sexual Harassment/Assault Response and Prevention Program (SHARP) Schoolhouse Pilot program at Fort Belvoir, Va., Jan. 27, to better prepare Sexual Assault Response Coordinators (SARCs), Victim Advocates (VAs) and trainers.

The pilot program extends the training by an additional six weeks, and was directed by Army Chief of Staff Gen. Ray Odierno and the G-1 Lt. Gen. Howard B. Bromberg, after they brought in SARCs and VAs from across the Army for a panel discussion during the June 10 SHARP Program stand-down.

SHARP Director Dr. Christine Altendorf opened day one of the pilot class of 31 Soldiers and Civilian students, which consists of newly hired Mobile Training Team instructors and select SARCs and VAs from across the Army. She told them when they return to their commands to teach the 80-hour SHARP Certification Course, "you're going to have to get in there and say by-standing is not okay anymore.

"We have to reinforce that it's not the victim's fault and provide that environment of victim advocacy, and we also have to make sure we know what we're doing when it comes to prevention -- to keep it from happening in the first place," she said.

Subject matter experts from the Army Management Staff College, the Office of the Army Surgeon General, Army Criminal Investigation Command, and the Office of the Judge Advocate General are scheduled to address the class at different times during the course. Additionally, the Army Training Support Center will prepare trainers to facilitate small group instruction. Students will also be provided blocks of instruction on materials incorporated from the Defense Equal Opportunity Management Institute and the Inspector General School.

The curriculum includes training in prejudice and discrimination, the importance of resiliency, and how to

establish a foundation for a culture of prevention, as well as the investigative and legal processes, ethics, and victim healthcare management. Students will receive more situational-type training in scenarios that are typically encountered by SARCs and VAs. Blocks of instruction to help broaden skill sets will also be held in conflict resolution and in presenting and conducting training.

Graduates will then return to the field and, in addition to teaching the certification course at the battalion level and below, they will assist commands with executing SHARP Annual Unit Refresher Training and present SHARP senior leader briefs.

Altendorf said the Defense Department was taking a hard look at the pilot course.

"What we're trying to do is professionalize the career," she said. "There's not [a military occupational specialty] right now for full-time VAs and SARCs, but we need to make sure that we all have a really good understanding, so professionalizing is where we want to go with this course."

Altendorf said the Army had 2,149 reports of sexual assault in 2013, which was about a 50-percent increase over what was reported in 2012, but that ranges from "touch" to rape, and they are not one in the same, she emphasized.

"We intend to delve into the data and do a full analysis of the reports. This will allow us to better understand all the varying aspects of an incident and ensure we are able to communicate the proper information as related to data," Altendorf explained.

"A lot of the time, victims will delay reporting, it's something that could have happened a year or two, or even five years ago and they couldn't bring themselves to report it at the time, but now they can," Altendorf said. "So we have to break down what occurred in this year, which is what leads us to believe that we think we're creating an environment where victims are feeling comfortable in coming forward."

Full story: [http://www.army.mil/article/119080/Army\\_launches\\_eight\\_week\\_SHARP\\_pilot\\_course/](http://www.army.mil/article/119080/Army_launches_eight_week_SHARP_pilot_course/)



Maj. Gen. Jeffrey J. Snow, director of the Defense Department's Sexual Assault Prevention and Response Office, briefs reporters at the Pentagon, Jan. 10, 2014.

Photo Credit: Glenn Fawcett; army.mil

## SECRETARY OF DEFENSE CHUCK HAGEL NAMES NEW DIRECTOR OF DOD SEXUAL ASSAULT PREVENTION AND RESPONSE OFFICE

—By DOD Press Operations

**PENTAGON**—Maj. Gen. Jeffrey J. Snow became the new director of the DOD Sexual Assault Prevention and Response Office in January. The former director, Maj. Gen. Gary S. Patton, plans to retire this spring after serving for nearly 35 years in the U.S. Army.

"Throughout his long and successful Army career, Maj. Gen. Patton has demonstrated total commitment to mission accomplishment, the readiness of the force and the welfare of his troops," said Secretary of Defense Chuck Hagel. "He has a history of tackling tough assignments and I want to thank him for the transparency, energy, persistence and strong leadership he has brought to the department's sexual assault prevention and response program over these past 18 months. I

met with him every week and always have counted on his expertise. Maj. Gen. Patton has made a lasting positive impact on our program and on the men and women of our military. I look forward to working with Maj. Gen. Snow and I know he is the right choice to continue this vitally important work."

During his 18-month tenure as SAPRO director, Maj. Gen. Patton revitalized and oversaw all aspects of the DOD strategic prevention and response plan, enhancing prevention, assessment, investigative, legal support, and victim care programs. He also led the development and ongoing implementation of 16 initiatives designed to strengthen the SAPR program, increase accountability, and improve victim advocacy and support. Additionally, he established standardized SAPR training programs tailored for leaders and service members, and oversaw the creation of an independent certification program, resulting in more than 25,000 military response coordinators and Victim Advocates certified over the past year. A fact sheet detailing these extensive transformation initiatives is available at [http://sapr.mil/public/docs/news/20131201\\_DOD\\_SAPR\\_Program\\_Foundation\\_and\\_Initiatives.pdf](http://sapr.mil/public/docs/news/20131201_DOD_SAPR_Program_Foundation_and_Initiatives.pdf).

"It has been my great honor and privilege to have served our nation for nearly 35 years in peace and in combat," said Maj. Gen. Patton, who has served 45 months in combat in Iraq and Afghanistan. "[A]s SAPRO director, I [was] heartened by signs of progress in combating sexual assault, and have been impressed by the unwavering support and selfless service of the thousands of military members and government civilians who advance our prevention and response programs each and every day."

Maj. Gen. Snow comes to the position with 30 years of dedicated service, to include command at various levels and multiple combat tours in Iraq. He [was most recently] the Army's director

of Strategy, Plans and Policy. He was competitively selected for this position from a field of multi-service nominees.

"The DOD has made great progress in implementing important policies during Secretary Hagel's tenure designed to improve victim confidence and reform the military's approach to sexual assault prevention and response," said Maj. Gen. Snow. "I will strive to sustain these efforts and keep our program moving forward."

Full release:

<http://www.defense.gov/releases/release.aspx?releaseid=16428>

## DIRECTOR OF SHARP PROGRAM OFFICE'S MONTHLY BLOG



Christine T. Altendorf, Ph.D.  
Director, Army SHARP Program Office

Christine T. Altendorf, Ph.D., Director of the Army SHARP Program Office, has started a monthly blog post. Dr. Altendorf is using the blog to offer informal updates to keep the Army community posted on current SHARP activities and to keep the lines of communication open. The Army community is encouraged to raise topics of interest or concern during this forum.

**See Dr. Altendorf's posts here:**

<http://armylive.dodlive.mil/?s=SHARP>

## LEGISLATION CHANGING UCMJ, ESPECIALLY FOR SEX CRIMES

— By David Vergun,  
Army News Service

**WASHINGTON**—The National Defense Authorization Act, passed in December 2013, requires sweeping changes to the Uniform Code of Military Justice (UCMJ), particularly in cases of rape and sexual assault. “These are the most changes to the Manual for Courts-Martial that we’ve seen since a full committee studied it decades ago,” said Lt. Col. John L. Kiel Jr., the Policy Branch chief at the Army’s Criminal Law Division in the Office of the Judge Advocate General. Key provisions of the UCMJ that were rewritten under the National Defense Authorization Act for Fiscal Year 2014, or NDAA14—signed Dec. 26 by President Obama—are Articles 32, 60, 120 and 125.

### ARTICLE 32

NDAA14 now requires the services to have judge advocates serve as Article 32 investigating officers (IOs). Previously, the Army was the only service where judge advocates routinely did not serve as Article 32 IOs. Article 32 hearings are held to determine if there’s enough evidence to warrant a general court-martial—the most serious type of court-martial used for felony-level offenses like rape and murder.

Congress decided that the services needed to have trained lawyers—judge advocates—consider the evidence, since in their view, trained lawyers are often in the best position to make determinations to go forward with general courts-martial, he said. The reason judge advocates didn’t always serve as 32 IOs in the Army was “largely because we try four times the number of cases of any of the other services,” meaning that it’s an issue of not having enough judge advocates for the high volume of cases.

The Army asked Congress to consider its resourcing issue, he said, so the legislators wrote an exception, stating that “where practicable, you will have a judge advocate conduct the Article 32 investigation,” he said. Kiel explained what “where practicable” means, citing a number of circumstances where it could apply:

A lot of courts-martial were conducted over the years in Iraq and Afghanistan, where Soldiers were deployed. Some of those involved war crimes, he said. In these cases, the Army found it was sometimes best to have line officers be the Article 32 IOs because they could best put themselves in the shoes of the accused. In the case of complex TDY (temporary duty) fraud for instance, you might want to have a finance officer as the IO,” he explained. Besides subject matter experts being in the best position to be Article 32 IOs, there might simply not be enough judge advocates in the area of the installation, he said. NDAA14 gives the services one year to phase in this change to Article 32.

Another impact to courts-martial practice is the new requirement for a special victims counsel, Kiel said. The special victims counsel’s task is to provide support and advice to the alleged victim, he said. For example, they must inform the victim of any upcoming hearings -- pre-trial confinement, parole board, clemency and so on—and inform the victim that he or she can choose to attend any of those. As well, the victim will be notified in advance of trial dates and be informed of any delays.

Sweeping changes to the Manual for Courts-Martial have been brought about by the National Defense Authorization Act for Fiscal Year 2014, signed Dec. 26, 2013, according to an expert in the Army’s Office of the Judge Advocate General.

*Photo Credit: Air Force Staff Sgt. Nicholas Rau; army.mil*

Furthermore, he said, the special victims counsels may represent the alleged victims during trial, ensuring their rights are not violated, like under the Rape Shield Rule, for example.

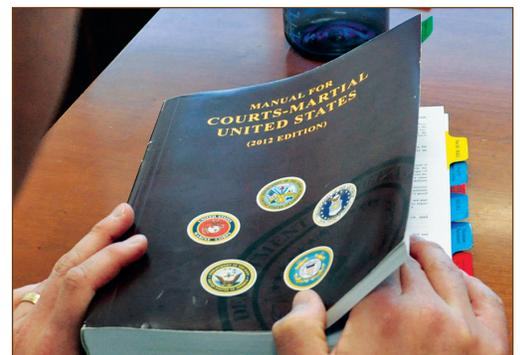
The Rape Shield Rule or Military Rule of Evidence 412, prevents admission of evidence concerning sexual predisposition and behavior of an alleged victim of sexual assault. Kiel provided an aside regarding the Rape Shield Law and how a high-visibility case a few months ago, involving football players at the U.S. Naval Academy, influenced changes to Article 32 by Congress.

In that case, the defense counsel had the victim on the stand for three days of questioning about the alleged victim’s motivations, medical history, apparel, and so on during the Article 32 hearing, he related. The cross-examination was perceived by the public and Congress to be disgraceful and degrading, and potentially violating the federal Rape Shield Rule. With passage of NDAA14, alleged rape and sexual assault victims are no longer subject to that kind of interrogation at the Article 32 hearing, he said. “Now, any victim of a crime who suffers pecuniary, emotional or physical harm, and is named in one of the charges as a victim, does not have to testify at the hearing.”

### ARTICLE 60

Like Article 32 changes, modifications to Article 60 are to be phased in over

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*Legislation Changing UCMJ,  
Especially for Sex Crimes,  
continued from page 6...*

the course of 12 months. Article 60 involves pre-trial agreements and actions by the convening authority in modifying or setting aside findings of a case or reducing sentencing. A convening authority could, in the past, do that, and some did, though rarely.

Changes to Article 60 were influenced last year by a case involving Air Force Lt. Col. James Wilkerson, a former inspector general convicted of aggravated sexual assault, Kiel said. The convening authority, Air Force Lt. Gen. Craig Franklin, overturned the findings of guilt. "That got Congress stirred up," Kiel said. In NDAA14, legislators said the convening authority can no longer adjust any findings of guilt for felony offenses where the sentence is longer than six months or contains a discharge. They cannot change findings for any sex crime, irrespective of sentencing time.

**In NDAA14, legislators said the convening authority can no longer adjust any findings of guilt for felony offenses where the sentence is longer than six months or contains a discharge.**

Congress realized that Article 60 was still needed to continue the option for pre-trial agreements, he said. Had Article 60 been done away with altogether, that "would have likely meant all courts-martial would have gone to full contest and that would have bottlenecked the entire process." It also would have meant that all alleged victims of sexual assault would have likely had to testify if Article 60 were voided. "Sometimes victims supported the pre-trial agreement, supported the potential sentence, and supported the fact that they didn't have to testify—when it was in their best individual interest," he said.

Other changes to courts-martial practice were made.

Prior to NDAA14, the convening authority could consider the military

character of the accused, he said, in considering how to dispose of a case. Congress decided that should have no bearing on whether or not the accused has committed a sexual assault or other type of felony.

Also, previous to NDAA14, "sometimes the SJA [staff judge advocate] would say 'take the case to a general court-martial' and the convening authority would disagree and say 'I'm not going forward.'" Now, he said, "if the convening authority disagrees, the case has to go to the secretary of the service concerned and he would have to decide whether to go forward or not."

Additionally, in the case of an alleged rape or sexual assault where "the SJA and the convening authority say don't go forward because there's a lack of evidence or for whatever reason, that case has to go up to the next highest general court-martial convening authority and they will do an independent review," Kiel said.

**ARTICLES 120 AND 125**

Under Articles 120 and 125 there are now mandatory minimum punishments. The minimum punishment for the Soldier convicted is dishonorable discharge for enlisted and dismissal for an officer, Kiel said. Article 120 deals with rape and sexual assault upon adults or children and other sex crimes and Article 125 deals with forcible sodomy. Now, the accused must appear before a general court-martial with no opportunity to be tried at a summary or special court-martial, Kiel said. A summary court-martial is for relatively minor misconduct and a special court-martial is for an intermediate-level offense.

Furthermore, Congress highly encouraged the services not to dispose



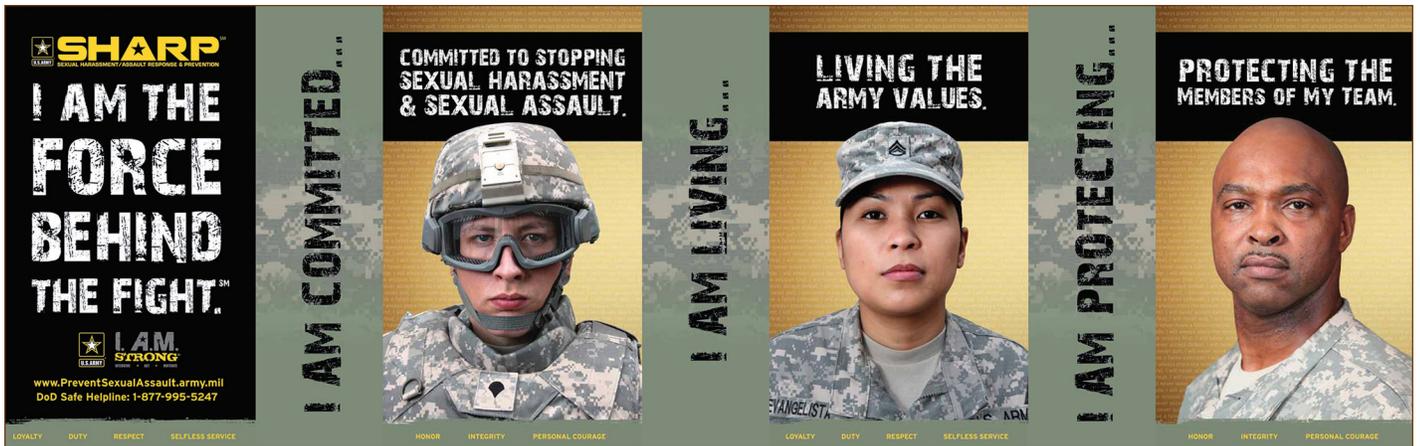
of sexual assault cases with adverse administrative action or an Article 15, which involves non-judicial punishment usually reserved for minor disciplinary offenses, Kiel said. Rather, Congress desires those cases to be tried at a general court-martial and has mandated that all sexual assault and rape cases be tried only by general courts-martial. And finally, prior to NDAA14, there was a five-year statute of limitations on rape and sexual assault on adults and children under Article 120 cases. Now, there's no statute of limitations, he said.

Congress also repealed the offense of consensual sodomy under Article 125 in keeping with previous Supreme Court precedent, Kiel said. Congress also barred anyone who has been convicted of rape, sexual assault, incest or forcible sodomy under state or federal law, from enlisting or being commissioned into military service.

**WHAT'S AHEAD**

Congress could make even more changes that address sexual assaults in the military soon as they are back in session and discussing this. And later this year, changes to the Manual for Courts-Martial should be signed by the president once it's been reviewed by the services, the national security staff, Defense Department and other agencies, Kiel said. The updated manual would codify all the changes, although some are already in effect.

Full story: [http://www.army.mil/article/117919/Legislation\\_changing\\_UCMJ\\_especially\\_for\\_sex\\_crimes/](http://www.army.mil/article/117919/Legislation_changing_UCMJ_especially_for_sex_crimes/)



The U.S. Army's Sexual Harassment/Assault Response and Prevention Program is a key component of efforts to make the force ready and resilient. The Army is committed to preventing sexual assault. The Army provides assurance to all sexual assault victims that the offenders are going to be held appropriately accountable.

Photo Credit: Army; www.army.mil

## VICTIMS OF SEXUAL ASSAULT "SAFE WITH MEDICAL FORENSIC NURSES"

— By David Vergun, Army News Service

**WASHINGTON**—"It's important for victims of sexual assault to know that they are safe with the medical forensic nurses," said a nurse who's a sexual assault medical forensic examiner.

"We will take care of their emotional, safety, medical and forensic care," with the understanding that victims have been through a traumatic event and are still emotionally distraught, said Kelly Taylor, a sexual assault nurse examiner for adolescents and adults at Womack Army Medical Center, Fort Bragg, N.C.

Taylor said recent changes in Army medicine have made the process smoother for victims than before. Previously, they might have to re-tell their story four to six times to different health care providers, law enforcement and Victim Advocates. "It's very re-victimizing and traumatizing to have to relive that experience over and over," she said, explaining that now, she and the 28 forensic doctors and nurses

she supervises provide continuity of care to every victim so that they only need to tell their story once and the navigation through law enforcement and medical is helped along for them.

She described this process as "patient-centered care."

### HOW IT WORKS

Victims will usually be seen by Victim Advocates, who often accompany them to the emergency triage unit where a medical screening takes place. Only after needed medical care is provided will victims be offered the choice of having a forensic exam, the details of which are fully explained to them, she said.

The exams are held in a room specifically dedicated only to forensic exams, she said. The forensic exam can take four to six hours, sometimes even longer, she said, and, the exam itself can often be traumatic because victims are reliving the assault as they provide all of the details of what happened in a 14-page document, known as the DD-2911. The details include very personal questions about drinking, drug ingestion, threats made and so on, she said. The document then goes into a box which also contains all of the tools for the exam. The box comes sealed and isn't opened until the

forensic nurse and the patient are in the forensic exam room, she explained.

Separate consents are required for each level of the exam—photography, drawing blood, swabs, fluorescence imaging for fluids, fingernail cuttings and scrapings, collection of underwear and other clothing, full genital exam and photography, she said, adding that some of the procedures can be a bit painful, such as pulling a sample of head or pubic hair. "I always tell patients 'I'm doing the kit but you're in control of it,'" she said. Each piece of evidence collected has a separate envelop, all of which are placed in the box. Once the exam is completed, the box is resealed to protect the "chain-of-custody" of the evidence, she said.

Patients who receive forensic exams include not only victims but also the accused. And, these patients can include men, women and children. And, she added, all must consent to the exam and all can opt out of any part of the exam at any time, even after signing the consent form. Victims and the accused are seen in different sections of the medical treatment facility and they are seen by different forensic nurses, she said. Victims as well as the accused "receive the same level of care," she said. "We're not an arm of law enforcement or

Continued on page 9...

*Victims of Sexual Assault,  
continued from page 8...*

of the courts. We're forensic providers who are neutral and unbiased."

Although taking the forensic exam is strictly voluntary and can be long and somewhat painful, Taylor said most of the victims as well as those accused opt to consent to undergo the entire exam.

Once the forensic exam is completed, victims are treated with prophylactic antibiotics for any possible sexually transmitted diseases and are offered Plan B, the morning after pill, if they so choose, she said. Also, patients are offered HIV prophylactic if they meet the Centers for Disease Control guidelines and recommendations per a risk assessment form.

**"We're never going to look at a victim and say definitively, 'you were assaulted or you were not assaulted.'"**

Kelly Taylor,  
*Sexual Assault Nurse Examiner, Womack  
Army Medical Center, Fort Bragg, N.C.*

Part of being honest with the patients, Taylor added, is not giving them false hope. "We're never going to look at a victim and say definitively, 'you were assaulted or you were not assaulted,'" she said. "What I can do is say, 'there are findings consistent with sexual assault.'"

She compared the process to putting together a puzzle with different pieces of the puzzle being the victim's account, evidence collected, witness statements and so on. Ideally, to get more definitive evidence, "what I'm hoping to gain from the forensic evidence is blood or body fluid from the alleged suspect that may be found on the victim that indicates unwanted sexual contact has occurred," she said. "I'm also looking for injuries."

Once the exam is over, the forensic nurse might not see the victims again unless they opt for an unrestricted report, meaning involving the courts and law enforcement. Should they choose that route, the same forensic nurse who examined them will testify in court, she said. Whether they choose restricted or unrestricted, the victims will be offered follow-up care by doctors, nurses, health-care providers and Victim Advocates, she said.

Taylor said that while coming in for the forensic exam sooner is better than later, victims should not hesitate to come in, even days later and even if they bathed or showered, although doing the latter isn't recommended. The science and technology for extracting DNA are improving all the time and a lot of evidence can still be gleaned internally days later so "we definitely encourage patients to come in."

### TEAM OF PROFESSIONALS

Taylor's team of 28 forensic examiners are on call "24/7, 365 days a year," she said, so someone will always be there

for the victim. All have volunteered to do forensic exams and all have received forensic exam training that includes counseling skills, she said, adding that it's a collateral duty with most working as emergency room doctors and nurses. "They often dedicate extra hours after they've done their normal shift to provide forensic care," she said. As to why anyone would want to do extra hours in work that can only be described as arduous, she said "they're doing this for all the right reasons. They really want to help people and make the process as smooth and as painless as possible for them. They're an amazing group."

Taylor is helping to ensure the same level of care and training is provided elsewhere around the Army and she provides forensic exam training for other installations twice a year, along with post-training follow-ups.

Full story: [http://www.army.mil/article/117626/Victims\\_of\\_sexual\\_assault\\_safe\\_with\\_medical\\_forensic\\_nurses/](http://www.army.mil/article/117626/Victims_of_sexual_assault_safe_with_medical_forensic_nurses/)



Capt. Mylinh Bruhn, collects forensic materials during a recent Sexual Assault Medical Forensics Examiners course.

Photo Credit: Maj. Brian Bolton; army.mil

## SMA: SOLDIERS HAVE DUTY TO END SEXUAL ASSAULT, PREVENT SUICIDES IN ARMY

— Lisa Ferdinando,  
ARNEWS

**FORT BELVOIR, VA.**—Soldiers have a duty to protect each other from sexual assault, help a battle buddy at risk for suicide, and create a safe and respectful environment for all members, said the Army's top enlisted adviser.

Sgt. Maj. of the Army Raymond F. Chandler III spoke to Soldiers on Feb. 3, during a town hall meeting at Fort Belvoir, Va.

Sexual assault in the ranks, he said, erodes the trust Soldiers and the American people have placed in the Army. "If someone is not acting within our values, within our beliefs, you have a duty to do something about it," he told the forum. Soldiers must focus on ending sexual assault in the ranks by using the same determination and willpower that they do on the battlefield, he said. The Army profession, he said, demands a Soldier take action

if something isn't right. "We have too many bystanders. If you are a bystander, you are part of the problem," he said.

The American people have entrusted the Army with their loved ones, he said, and the Army must ensure they are protected. "When we're given someone's most precious gift—their son or daughter, sister or brother, husband or wife—we have a duty to treat them with dignity and respect and create an environment of safety and security," he said.

### "Sexual assault in the ranks erodes the trust Soldiers and the American people have placed in the Army."

Raymond F. Chandler III,  
Sgt. Maj. of the Army

Sexual assault is damaging to the men and women who are victims of the crime, he said, and to the American people who expect the Army to protect its Soldiers and the nation. "When we have challenges, like we have with sexual assault, we erode not only internally the trust that we had amongst each other, but we start to lose the trust of the American

people for whom we serve," he said.

There is no question that the United States Army is the "most competent force on the face of the Earth," but there are challenges, he said. "The American people look at us with a different perspective; they demand more from the United States Army Soldier than they do from the average citizen," he said. "It's part of what makes us the best Army in the world."

Every Soldier can make a difference by watching out for a battle buddy

and seeking help when someone is in trouble and at risk for suicide, he said. "We've had a reduction of suicides with the active component. We had an increase, however, for our Guard and Reserve components," he said.

According to recent statistics, the Army said there were 301 suicides Army-wide in 2013—125 in the active Army, 117 in the Army National Guard, and 59 in the Army Reserve. The Army had 325 suicides in 2012—165 in the active Army, 110 in the Army National Guard, and 50 in the Army Reserve.

A Soldier's commitment to another Soldier makes a difference, he said. "What I ask you to do is to continue what you're doing," Chandler said. "You can save someone's life. Think about that. You can do that. All you have to do is be that person of character who's committed to one another," he said.

Full story: [http://www.army.mil/article/119378/SMA\\_\\_Soldiers\\_have\\_duty\\_to\\_end\\_sexual\\_assault\\_prevent\\_suicides\\_in\\_Army/](http://www.army.mil/article/119378/SMA__Soldiers_have_duty_to_end_sexual_assault_prevent_suicides_in_Army/)

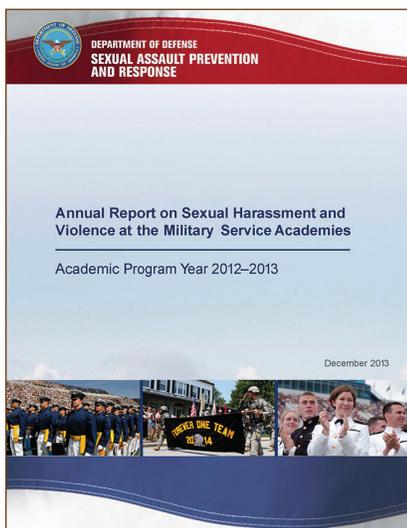


Sgt. Maj. of the Army Raymond F. Chandler III speaks at a town hall at Fort Belvoir, Va., Feb. 3, 2014, about the responsibilities Soldiers have in protecting one another from sexual assault, helping a battle buddy at risk for suicide, and creating a safe environment for all members.

Photo Credit: Lisa Ferdinando; army.mil

## NEW DOD SEXUAL ASSAULT PREVENTION CHIEF BRIEFS ON ACADEMY REPORT

— By Jim Garamone, American Forces Press Service



Cover of the 2012–2013 Sexual Assault Response and Prevention Office (SAPRO) *Annual Report on Sexual Harassment and Violence at the Military Service Academies*

Link to PDF: [http://www.sapro.mil/public/docs/reports/FINAL\\_APY\\_12-13\\_MSA\\_Report.pdf](http://www.sapro.mil/public/docs/reports/FINAL_APY_12-13_MSA_Report.pdf)

**WASHINGTON**—While all three Defense Department service academies are compliant with Defense Department sexual assault prevention and response policies, more needs to be done to change the culture that allows the crime to continue, the new chief of DOD’s Sexual Assault Response and Prevention Office (SAPRO) said on Jan. 10.

Army Maj. Gen. Jeffrey J. Snow briefed Pentagon reporters on the conclusions of the Annual Report to Congress on Sexual Harassment and Violence at the Military Service Academies. Air Force Col. Alan Metzler, deputy SAPRO director; Nate Galbreath, a SAPRO official; and Elizabeth P. Van Winkle of the Defense Manpower Data Center accompanied Snow.

“Sexual assault is a crime and has no place at the academies, just as it has no place in our own forces,” Snow said. “The academies are where we develop the future leaders of the military. That is why it is essential that the

department instill in its future leaders a commitment to fostering a climate of dignity and respect, where cadets and midshipmen are empowered and possess the social courage to take action when faced with situations at risk for sexual assault, sexual harassment, and inappropriate behavior of any kind.”

The report, which covers the 2012–13 school year, found the academies complied with all policies regarding sexual harassment and sexual assault. “The academies instituted new initiatives during the year to enhance training, improve awareness and promote a safe environment for all cadets and midshipmen,” Snow said.

In 2013, reports of sexual assault decreased at the U.S. Military Academy in West Point, N.Y., and the U.S. Air Force Academy in Colorado Springs, Colo. The number of reported incidents went up at the U.S. Naval Academy in Annapolis, Md.

Overall, there were 70 reports involving at least one military victim or military subject at the academies. “Of those 70 reports, 53 were made by cadets and midshipmen for events they experienced while they were in military service,” Snow said.

The report includes the conclusions based on focus groups conducted at the institutions. One encouraging report was that cadets and midshipmen believed that reports of sexual harassment or sexual assault would be taken seriously by academy leadership and dealt with appropriately, Snow said. “That’s good,” he added. “Cadets and midshipmen also identified peer pressure as a barrier to reporting. That’s not good.”

The general also announced changes to the department’s approach to the problem that Defense Secretary Chuck Hagel has directed.

To ensure unity of effort and purpose, the service academy superintendents

will implement sexual assault and sexual harassment prevention and response strategic plans that are aligned with their respective service strategic plans. Hagel also ordered that cadets and midshipmen be involved in command climate assessments. “To increase a victim’s confidence associated with reporting, the superintendents must develop and implement solutions that address concerns of social retaliation amongst peers, engage with leaders and supervisors of teams, clubs, and other cadet and midshipmen organizations, and provide cadet and midshipmen influencers with the skills and knowledge to strengthen their ongoing mentorship programs,” Snow said. The secretary also directed academy superintendents to review and expand institutional alcohol policies to address risk factors beyond individual use, including the availability of alcohol, training providers and community outreach. The superintendents have until Mar. 31 to report their plans to the Pentagon.

The department aspires to be a national leader in combating the crime of sexual assault, Metzler said, just as it was a leader in integration of African-Americans. “We intend to impart a set of values and expectations and standards of behavior,” the colonel said. “That’s how we’ve led change in these other cultural issues, and that’s how we intend to lead change here.” It starts with good leaders doing the right things, the colonel said. Offensive remarks or emails, sexist behavior and harassment all must end, he added. “We have to start on the low end of that continuum of harm, create that non-permissive environment, detect offenders, conduct complete and total independent investigations ... and then hold offenders appropriately accountable,” Metzler said.

Full story: <http://www.defense.gov/news/newsarticle.aspx?id=121462>



## POLICY NEWS & UPDATES

Access to these and other policy documents is available through the SHARP website: [http://www.preventsexualassault.army.mil/policy\\_reg\\_recent\\_changes.cfm](http://www.preventsexualassault.army.mil/policy_reg_recent_changes.cfm).

## ALARACTS

### **ALARACT 344/2013: HQDA EXORD 052-14 Army Installation and Below Website Information for Sexual Assault Related Phone Numbers to Reach a SHARP Sexual Assault Response Coordinator (SHARP/SARC) or Victim Advocate (SHARP/VA) – Dec. 13**

Per SECARMY guidance, effective immediately, all Army websites will only reflect two 24x7 sexual assault response phone numbers: (1) The DOD Safe Helpline at 1-877-995-5247 ([www.SafeHelpline.org](http://www.SafeHelpline.org)) and (2) the primary 24x7 SHARP hotline number for the installation that is posted on the DOD Safe Helpline.

Installation 24x7 SHARP hotline response phone calls must be answered by Army D-SAACP credentialed personnel capable of taking both restricted and unrestricted reports of sexual assault, and when not available, there must be a voice mail greeting providing specific contact information (which is outlined) and Army D-SAACP credentialed personnel must respond within 60 min.

Any changes to these numbers require immediate changes to websites.

Office of the HQDA G-1 and ACOM/ASCC/DRU program managers will conduct quality control checks at least monthly.

### **ALARACT 337/13: FRAGO 4 HQDA EXORD 221-12 2012 Sexual Harassment/Assault Response and Prevention (SHARP) Programs Synchronization Order – Dec. 13**

Provides additional guidance, clarification and revisions for SHARP 24/7 hotline phone numbers published on the DOD Safe Helpline ([www.SafeHelpline.org](http://www.SafeHelpline.org)) to reach a SARC or VA for all components.

Discusses quality control reports based on test calls that are to be completed monthly, no later than the 15th of each month. The Director, Army SHARP will report results of DA/ACOM/ASCC/DRU quality control testing of primary sexual assault response phone numbers posted on the DOD Safe Helpline ([www.SafeHelpline.org](http://www.SafeHelpline.org)) to the Army G-1 and SECARMY monthly. These are to ensure accuracy of all sexual assault phone numbers with the ACOM/ASCC/DRU Brigade footprint.

Establishes standards and language for greetings and voicemail messages and directs that commanders ensure written procedures are in place for 24/7 sexual assault responses and that all first responders are trained in the procedures.

### **ALARACT 299/2013: Army Responsibilities, Roles, Procedures, and Authorities for Responding to Sexual Assault Allegations – Nov. 13**

Reminds the field of certain critical roles, responsibilities, procedures, and authorities relating to sexual assault policies that have changed or have been modified over the past few years.

Specifically, the message addresses the withholding of initial disposition authority to an O-6 special court-martial convening authority, the requirement to forward all sexual assault cases to Criminal Investigation Command (CID), updated references for the expedited transfer policy, the requirement to assign a Judge Advocate as the Article 32 investigating officer, and the option for victims to request a Special Victim Counsel.

## SECARMY/CSA MEMOS/DIRECTIVES

### **Ensuring the Quality of Sexual Assault Response Coordinators, Sexual Assault Prevention and Response Victim Advocates and Others In Identified Positions of Significant Trust and Authority – Feb. 12**

Amends the SECARMY's May 28, 2013 memo of the same title and is effective immediately.

- Establishes the definition of "credible evidence" to mean a founded law enforcement investigation, as defined in AR 190-45, a substantiated allegation contained in an Inspector General or other administrative investigation, or other unfavorable information, as defined in AR 600-37, and documented in a Soldier's Army Military Human Resource Record (AMHRR).

- Instructs the Deputy Chief of staff (DCS), G-1, to establish a suitable standard to permanently disqualify (without the possibility of waiver) a Soldier for service as a career recruiter in the Active Army and Reserve Components when the Soldier has a criminal conviction, non-judicial punishment, or adverse administrative action related to a sexual offense, sexual impropriety, domestic violence, stalking, drug abuse, or a criminal offense involving a child or children.
  - Discusses the DCS, G-1, establishing an adjudication process to consider a Soldier for retention as a career recruiter in the Active Army and Reserve Components when a records review reveals "credible evidence," but there is no record of action taken. In these cases, the waiver authority may further consider a waiver of disqualification and removal only in exceptional circumstances, which are outlined.
- For enlisted personnel: (1) Commanders will follow the current policy for initiating administrative separation proceedings pursuant to AR 135-178 or AR 635-200, as appropriate. (2) If the separation authority approves retention, he or she will initiate an action for the exercise of Secretarial plenary separation authority under paragraph 14-3 of AR 135-178 or paragraph 5-3 of AR 635-200, as appropriate. (3) If an enlisted Soldier who has been convicted of a sex offense already has been subject to an administrative separation action under AR 135-178 or AR 635-200 for that conviction and has been retained as a result of that proceeding, the separation authority will initiate a separation action under the Secretarial plenary authority, as detailed in paragraph 3a(2) of this directive.
  - For commissioned and warrant officers: (1) Commanders will initiate an elimination action under AR 135-175 or AR 600-8-24, as appropriate. (2) No further action is required if a commissioned or warrant officer who has been convicted of a sex offense has already been subject to an elimination action for that conviction and has been retained.

### **Army Directive 2013-29: Army Command Climate Assessments – Dec. 23**

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Implements an enhanced command climate assessment program for the Army and supersedes any contrary provision in AR 600-20 (Army Command Policy), 18 March 2008, Rapid Action Revision 5 issued 20 September 2012. Effective immediately:

- Commanders will use the Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS) for the survey component of command climate assessments.
- All unit members will be afforded the opportunity to participate in the assessments.
- Participation is optional for DA Civilians.

Establishes the timeframes within which all Active Army and reserve component commanders will conduct an initial assessment after assuming command, and their subsequent assessment timeframes thereafter.

Discusses requirements, analysis, and development of action plans. A table of requirements by level is also included.

### **Army Directive 2013-21: Initiating Separation Proceedings and Prohibiting Overseas Assignments for Soldiers Convicted of Sex Offenses – Nov. 7**

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Establishes new policy to ensure the decision to retain any Soldier convicted of a sex offense is fully reviewed and in the Army's best interest. Also establishes Army policy prohibiting the overseas assignment or reassignment of any Soldier convicted of a sex offense. Effective immediately:

- Commanders will continue to initiate the administrative separation of any Soldier convicted of a sex offense whose conviction did not result in a punitive discharge or dismissal.

## **UNDER SECDEF MEMOS**

### **Directive-Type Memorandum (DTM) 14-001: Defense Sexual Assault Advocate Certification Program (D-SAACP) – Jan. 14**

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Establishes policy, assigns responsibilities, and prescribes procedures for the oversight, management and implementation of the D-SAACP in accordance with DoDD 5124.02. It is effective immediately and will expire Jan. 14, 2015.

# SHARP COMMUNITY OUTLOOK

*DISCLAIMER: This information is provided for awareness and does not constitute endorsement of outside groups and their activities by the United States Army or the SHARP Program Office.*

## MARCH

**Jan. 27-Mar. 28**

**SHARP Schoolhouse Pilot Course**

Fort Belvoir, VA

For additional information contact:  
Mark Joyner, Branch Chief, SHARP  
Prevention and Training at 703-571-7341  
or [mark.a.joyner.civ@mail.mil](mailto:mark.a.joyner.civ@mail.mil)

**9-13**

**Texas Association Against Sexual Assault Annual Conference**

Irving, TX

Host: TAASA

For additional information:  
<http://taasaconference.org/>

**18**

**CSA Panel**

Pentagon, Washington, DC

Host: Army Chief of Staff  
Gen. Raymond Odierno

## APRIL

**Sexual Assault Awareness Month (SAAM)**

For additional information:  
<http://www.preventsexualassault.army.mil>

**Alcohol Awareness Month**

For additional information:  
<http://www.ncadd.org/index.php/programs-a-services/alcohol-awareness-month>

**22-24**

**End Violence Against Women International (EVAWI) 2014 Conference**

Seattle, WA

Host: End Violence Against Women International

For additional information:  
<http://www.evawintl.org/conferences.aspx>

## RESOURCES

**How to Book "Got Your Back" HQDA G1 Funded, No Cost to Your Unit Training**

"Got Your Back" Bystander Intervention Training is a dynamic, interactive lecture that utilizes PowerPoint and audience interaction to explore scenarios where bystander intervention is warranted to stop potential sexual violence and challenge victim blaming attitudes.

Contact: Jim Boughner,  
[james.r.boughner.ctr@mail.mil](mailto:james.r.boughner.ctr@mail.mil),  
703-571-7323, C: 703-298-6673

And have the following: classroom (theater or auditorium may work with approval), participant cap of 350 Soldiers per class, three trainings per day (ideal 0900/1130/1400, if same classroom), 90 to 120 minutes of classroom time, whiteboard or poster paper and wall space to place paper projector screen and onsite computer with CD/DVD Drive from which to run PowerPoint, two cordless lapel (worn on shirt) microphones with sound system, schedule SHARP SARC/VA to be at presentation, and 60-minute set-up time prior to training (systems check, with POC).

**SHARP Program Office Sexual Harassment Helpline**  
1-800-267-9964

**SHARP Website**



[www.preventsexualassault.army.mil](http://www.preventsexualassault.army.mil)  
[www.army.mil/sharp](http://www.army.mil/sharp)

**DOD Safe Helpline:**  
call 877-995-5247;  
text 55-247 (inside the U.S.)  
or 202-470- 5546 (outside the U.S.);  
or go to: [www.SafeHelpline.org](http://www.SafeHelpline.org)

This is a crisis support service for members of the DOD community who are victims of sexual assault. Available 24/7 worldwide, users can "click, call or text" for anonymous and confidential support.

## TELL US ...

Please share success stories about the positive impact SHARP has had on you or within your community, including events and outreach activities. We'd like to include your stories in future issues of the SHARP newsletter. Please send submissions to: [usarmy.pentagon.hqda-dcs-g-1.list.sharp-newsletter-npe-mgt@mail.mil](mailto:usarmy.pentagon.hqda-dcs-g-1.list.sharp-newsletter-npe-mgt@mail.mil). Thank you!