

# SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION (SHARP) PROGRAM

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**WE ARE THE FORCE  
BEHIND THE FIGHT.**<sup>TM</sup>

[www.PreventSexualAssault.army.mil](http://www.PreventSexualAssault.army.mil)

DoD Safe Helpline: 1-877-995-5247

**Mission.** Reduce with an aim toward eliminating sexual harassment and sexual assault within the Army Family through robust prevention and training, direct leader engagement in support of the SHARP Program, and consistent team coordination that can inspire trust in the SHARP response system.

**Intent.** The SHARP Program reinforces the Army's commitment to eliminate incidents of sexual harassment and sexual assault by providing commanders with the training, tools, and resources required to create a climate that encourages reporting and discourages sexual misconduct.

*-Army Sexual Harassment / Assault Response and Prevention Campaign Plan  
(12-May-2014)*



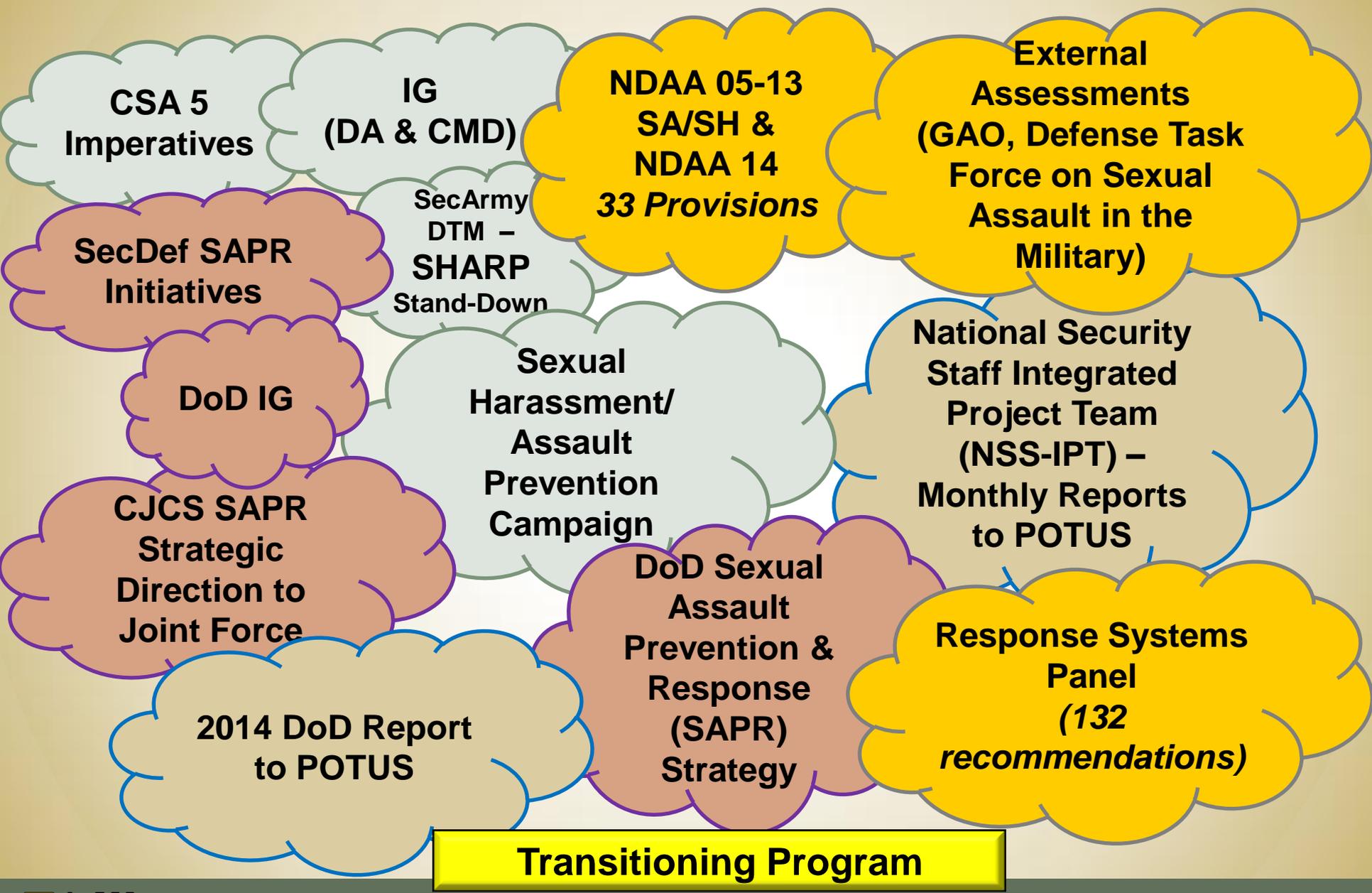
# OPPOSING AN INSIDER THREAT, FOSTERING TRUST, & BEING ACCOUNTABLE

## CHIEF OF STAFF OF THE ARMY'S

# 5 IMPERATIVES



- 1** Prevent offenders from committing crimes, provide compassionate care for victims, and protect the rights and privacy of survivors.
- 2** Report every allegation and ensure it is thoroughly and professionally investigated; take appropriate action based on the investigation.
- 3** Create a positive climate and an environment of trust and respect in which every person can thrive and achieve their full potential.
- 4** Hold every individual, every unit and organization, and every Commander appropriately accountable for their behavior, actions and inactions.
- 5** The chain of command must remain fully engaged—they are centrally responsible and accountable for solving the problems of sexual assault and harassment within our ranks and for restoring the trust of our Soldiers, Civilians, and Families.



# SHARP CAMPAIGN LINES OF EFFORT & MAJOR INITIATIVES

## Objective

## Initiatives

### Prevention

Mutual respect/trust, professional values, reinforced to create environment where sexual assault is not tolerated.

### Investigation

Investigative resources yield timely and accurate results.

### Accountability

Perpetrators & CofCs are held appropriately accountable.

### Advocacy

Quality services, support to instill confidence, inspire victims to report, restore resilience.

### Assessment

Meaningful, and accurate systems of measurement and evaluation.

- SHARP training integrated into all Soldier/Civilian 'Life-cycle' training: new 'Got Your Back' class
  - Special emphasis on Pre-commissioning Training, Future Soldiers Training & Initial Military Training
  - Published Commander's SHARP Guidebook to implement and maintain program compliance
  - Added ELITE LITE SHARP training module to Warrior Leader Course for development of counseling skills
  - [Updating DA Regulation 600-20 & creating comprehensive SHARP DA Pamphlet](#)
  - Revitalizing Sponsorship Program through command emphasis on vulnerable populations & new ACT system
  - Reviewing linkage of SHARP and increasing opportunities to women due to repeal of DGCAR
- 
- [Special Victims Capability: Investigation/Prosecution training for CID agents and prosecutors](#)
    - Team Approach: Coordination with CID & JAG on every SA case
    - 22 Special Victim Investigators (Additional 8 X Investigators in FY14) & 23 Special Victim Prosecutors Army-wide
    - Dedicated Paralegal Support (Directed Military Over strength) 2013
    - Victim Witness Liaison at every General Court-Martial Jurisdiction
    - Trial Counsel Assistance Program (TCAP) reach back assistance and direct support
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- Implemented Policy to require mandatory OER comments addressing unit's SHARP climate
  - Revised Command Climate Survey Policy to address SHARP & increase commander awareness
  - [Initiated BDE & BN Commander 360 Assessment Program](#)
  - [Recurring CSA-led SHARP Summits with senior Army leadership; next iteration in 18-19FEB15](#)
  - Developed rigorous screening process for sensitive positions involving vulnerable populations
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- [Establishing SHARP-Resource Centers at 12 x Installations Army-wide: "one-stop shop" for Response](#)
  - [Conducting MOS Feasibility Study](#)
  - Special Victim Counsel Program: Victims may receive counsel for the duration of their case
  - [Recurring CSA-led SHARP Army Advisory Panel that includes victims; 06OCT14](#)
  - Building a Professional Team: SARC/VA Schoolhouse pilot course JAN '14; FOC in 4<sup>th</sup> Qtr, FY14
  - Increased role & presence of SARCs & VAs across our formations
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- Published SHARP Campaign Plan in MAY, '14, to focus program efforts and establish baseline
  - [ICW DoD, establishing comprehensive assessment of SHARP program for POTUS report, DEC '14, to include new Workplace Gender Relations Survey, Survivor Experience Survey, and Command Climate Surveys](#)
  - Establishing metrics used to measure compliance with current regulatory standards for next CSA Summit
  - Incorporating SHARP into Cdr Risk Reduction Dashboard & Strategic Management System reporting
  - ARI-led Field Focus Group Assessments, 1<sup>st</sup> & 2<sup>nd</sup> Qtr, FY14: Define perceptions of Army culture
  - [Conducting multiple RAND studies to network map our Response System \(focus on Company-level\)](#)



- **Vignette-based Training:** Written and video based vignettes that present challenging issues and circumstances to facilitate small discussion and learning. Available via SHARP website since 01 MAY 14
- **Bystander Intervention Training**
  - **“Got Your Back” Training:** The training utilizes audience interaction to explore scenarios where bystander intervention is warranted to stop potential sexual violence and challenge victim blaming attitudes; FY14, contracted for 1700 Shows delivered at various CONUS/OCONUS locations.
  - **Unit/Installation Level Initiatives as Best Practices:** JBLM, Fort Bragg, Fort Stewart

- **Annual Unit Refresher Training:** The Army developed a new Training Support Package, slides, and videos for Annual Training. This training is located on the Army Training Network site.
  - **Part 1: Face-to-Face facilitated training:** The new **“Soldier Training”** looks at sexual assault involving family members and male-on-male sexual assault—stresses the importance of bystander intervention by both Soldiers and Civilians.
  - **Part 2: Online “Self-Study”:** **“Standing Strong”:** Video for online Self-Study training: scenario based training in which Soldiers and Civilians become the lead character in making choices in situations dealing with sexual harassment and sexual assault.



**Prevention**

**Current Policy:  
AR 600-20 CH 7&8**

- AR 600-20 Chapter 7 (Prevention of Sexual Harassment) and Chapter 8 (Sexual Assault Prevention and Response Program) will be merged into one Chapter 7 (Sexual Harassment/Assault Response and Prevention (SHARP) Program
- Changes include: Purpose and Goals of Program, Policy, Roles and Responsibilities, Manning, Training, Data and Assessment
- Timeline:
  - JAN-JUN 14 Working Group
  - 03 JUL 14 Draft in Staffing
  - 08 AUG 14 Staffing comments received
  - SEP 14 Revision Working Group
  - OCT 14 Final Draft submitted for approval

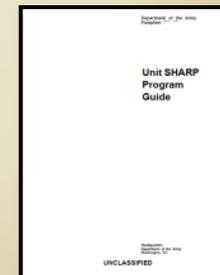
**Future Policy:  
AR 600-20 CHP 7**



**No SHARP DA PAM currently exists**

- SHARP DA PAM will provide unit program guidelines, standards and requirements
- DODI 6495.02 and AR 600-20 Chapter 7 will serve as references in the creation of the SHARP DA PAM
- Timeline:
  - SEP-OCT 14 DA PAM Drafted
  - NOV 14 Staffing comments received
  - DEC 14-JAN15 Revision Working Group
  - FEB 15 Final Draft submitted for approval

**Future Policy:  
SHARP DA PAM**



Advocacy

Centralized Schoolhouse Courses

<p><b>Initial SHARP Pilot Course</b></p> <p>27 Jan – 21 Mar</p> <p>31 SHARP Trainers</p>	<p><u><b>SHARP Pilot 2 Course</b></u></p> <p>2 Jun – 18 Jul</p> <p>32 x BDE SARC/VA</p>	<p><u><b>SHARP Pilot 3 Course</b></u></p> <p>9 Jun – 25 Jul</p> <p>14 x BDE SARC/VA</p> <p>9 Jun – 29 Aug</p> <p>19 x SHARP AC Trainers</p>	<p><u><b>SHARP Pilot 4 Course</b></u></p> <p>11 Aug–26 Sep</p> <p>21 x BDE SARC/VA</p> <p>11 Aug – 31 Oct</p> <p>11 x BDE SARC/VA</p>	<p><u><b>SHARP Pilot 5 Course</b></u></p> <p>18 Aug–4 Oct</p> <p>32 x BDE SARC/VA</p>	<p><u><b>SHARP IOC Schoolhouse Initial Course</b></u></p> <p>Oct 2014 (1QFY15)</p> <p>6 Oct – 21 Nov</p> <p>20 Oct - 9 Dec</p> <p>64 x BDE SARC/VA</p>	<p><u><b>SHARP Schoolhouse – FOC</b></u></p> <p>Oct 2015 (1QFY16)</p> <p><u>Schoolhouses Courses</u></p> <ul style="list-style-type: none"> <li>• BDE SARC/VA Course (7 weeks x 9 per year)</li> <li>• Recurring Trainer Certification Course (8 weeks x 2 per year) delivery DTG TBD</li> <li>• Program Manager Course (2 weeks x 2 per year) delivery post-FOC</li> <li>• SHARP Academy Cadre (3 Mil/13 Civ) w/assist from TRADOC SHARP Interim Trainers and authorized DMOs</li> </ul>
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Decentralized Certification Training

**BN & Below Decentralized 80-hour SHARP Course**

320 Students per Month  
May –Sep 14

13 AC Interim Training Teams  
2 RC Interim Training Teams

**BN & Below Decentralized 80-hour SHARP Course**

736 Students per Month

Auth: 46 Full-time AC Trainer  
(Trained: 21 Civ /21 Interim Mil = 21 AC Teams)

Auth: TBD Full-time RC Trainers  
(Trained: 2 ARNG & 2 USAR interim Mil = 2 RC Teams)

- A “**One-Stop**” consolidation of services, providing a comprehensive, sensitive, and coordinated system of care for victims of sexual assault.
- A **Commander’s Program**, creating a partnership between diverse agencies that share in the collective response effort. Ultimately the SHARP-RC supports the transformation of the culture, destroying the environment in which the predator thrives.
- A **Team Approach**, with all critical response components included, ensuring that a victim is offered every resource available. This approach to case management seeks to balance the interests of the military justice system by holding offenders accountable while also taking care of victims.
- A **Fusion Cell**, which streamlines the process for victims, significantly reducing their stress--victims, witnesses, and family members can interact with the ‘Army Response System’ in a protected environment as they explore reporting options, meet response personnel and coordinate needed referrals and appointments.
- A **Community of Practice**, coordinating prevention, outreach and training activities across the installation. Supports the ‘professionalization’ of SHARP personnel through mentorship, training, and emotional/moral support.



**Advocacy**

- JBLM model requires additional analysis—needs validation through expansion to Pilot Program: total of 12 x installations.
- Includes installations of varying sizes and commands—for example, TRADOC installation with large training base and rotation has significantly different profile than JBLM.
- Establishing package of standard metrics to provide SHARP-RCs in order to measure ‘effectiveness’ and utilization (reporting, case management, case duration, customer & provider satisfaction, etc).
- If validated, will provide more mature concept with proven ‘best practices’ to support full implementation—Pilot Program will include MilSuite-based collaboration group.

	Installation	Size/Command
1	Fort Bragg	Large/FORSCOM
2	Fort Hood	Large/FORSCOM
3	JBLM	Large/FORSCOM
4	Fort Campbell	Large/FORSCOM
5	Europe (T: Kaiserslautern)	USAREUR
6	Fort Drum	Medium/FORSCOM
7	Fort Riley	Medium/FORSCOM
8	Schofield Barracks	Medium/USARPAC
9	Fort Sill	Small/TRADOC
10	Fort Leonard Wood	Small/TRADOC
11	Camp Arifjan	Small/ARCENT
12	Aberdeen PG	Small/AMC

**Green = Already Operating**

- Publish SHARP-RC Guidebook NLT 10 SEP14
- IOC NLT 1 JAN 15
- Execute Pilot Program for 12 months
- Interim report back to CSA at SHARP Summit, FEB ‘15

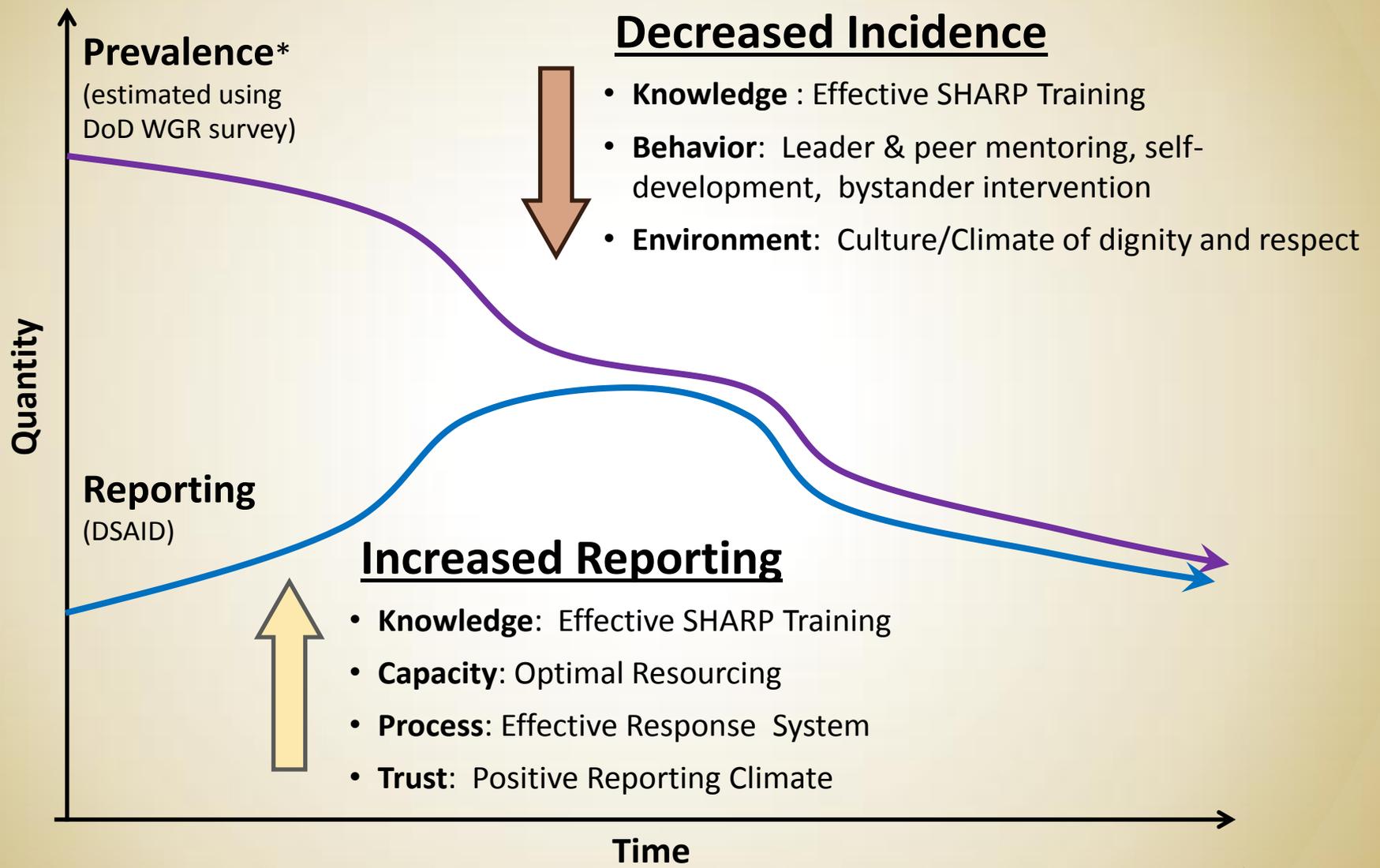
- **Incentives will:**
  - Aid in attracting top talent
  - Provide for career enhancement
  - Support retention in critical positions
- Do not recommend monetary incentives as this may attract personnel with ‘wrong’ motives

<b>Civilian</b>
1. SHARP Personnel coded as Career Program: <ul style="list-style-type: none"> <li>a. Program Manager: 51 (ADMIN)</li> <li>b. SARC/VA: 53 (Medical)</li> <li>c. Trainer: 32 (Developer)</li> </ul>
2. 51 x Program Manager Positions (GS12-GS14) provide for upward progression potential

<b>Military</b>
1. Current ASI Designator (1B)
2. Promotion board MOIs that identify SARC/VA positions as a ‘positive discriminator’
3. Provide for ‘Station of Choice’ assignment after 24 months in position
4. Provide stabilization for period of service
5. OER/NCOER from senior leader (O6 or higher)
6. Review benefit of introducing HRC central selection process
7. Review potential of MOS identifier

**POTUS Report: Presidential Tasking on Sexual Assault Prevention and Response in DoD.** In a 20 DEC13 memo, POTUS directed SecDef to provide a comprehensive report by DEC 14 detailing major improvements and documenting progress in reducing sexual assault since August 2013. This is a pivotal report that may shape future executive action and congressional legislation on this issue. There are three key survey efforts that will be incorporated into this report:

- **2014 Workplace and Gender Relations Survey (WGRS).** This is the first independently administrated version of this survey since Congress mandated their use in 2005—SecDef appointed RAND to conduct this year’s survey in response to congressional questions on DoD’s ability to administer an objective survey.
  - Focus of the survey is on prevalence rates and reporting rates of unwanted sexual contact.
  - WRS was fielded in August and the window is open through September.
- **Survivor Experience Survey (SES).** DoD SAPRO, in conjunction with all the services, established this new survey in order to measure ‘customer satisfaction’ of survivors in relation to the various service response systems.
  - Support has been limited and some anecdotal feedback from the field suggests that not all SARCs are providing the opportunity to survivors.
  - SES remains open to OCT 14.
- **Climate Survey.** New version of DoD Equal Opportunity Climate Survey (DEOCS) includes SAPR-related questions and four of DoD’s new metrics are partly dependent on access and analysis of new DEOCS.



\* "Prevalence" does not provide an exact figure, but defines how widespread the problem is; DoD calculates prevalence based on rate/1000.

# Questions?

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