



DEPARTMENT OF THE ARMY
FORT BLISS NONCOMMISSIONED OFFICER ACADEMY
BUILDING 2E SHERIDAN ROAD
FORT BLISS, TEXAS 79916

AFYB-BCI-CDA

18 August 2023

MEMORANDUM FOR ALL Assigned/Attached Personnel, NCO Academy, Fort Bliss,
Texas 79916-6501

SUBJECT: Policy Letter #2, **Sexual Harassment/Assault Response and Prevention (SHARP)**

1. Reference: Army Regulation 600-20, Army Command Policy, dated 24 July 2020.
2. Purpose: To establish the Commandant's Sexual Harassment/Assault Response and Prevention (SHARP) policy.
3. Sexual assault is a criminal offense that has no place in the Army. It degrades mission readiness by devastating the Army's ability to work effectively as a team. Every Soldier who is aware of a sexual assault should immediately (within 24 hours) report incidents. Sexual assault is incompatible with Army Values and is punishable under the Uniform Code of Military Justice (UCMJ) and other federal and local civilian laws.
4. Sexual harassment is conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments of a general nature when:
 - a. Submission to such conduct is either explicitly or implicitly a term or condition of a person's job, pay or career; or submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment and is so severe or pervasive that a reasonable person would perceive and the victim does perceive, the environment as hostile or offensive.
 - b. Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence or affect the career, pay, or job of a member of the armed forces or a DA Civilian employee.
 - c. Any deliberate or repeated unwelcome verbal comment or gesture of a sexual nature related to the work environment by any member of the Armed Forces or DA Civilian employee.

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5. It is important for all members of the Academy to understand that sexual assault and harassment will not be tolerated. We must maintain the highest levels of professionalism by maximizing utilization of individuals potential. We interface daily with military, civilian, and student members of both genders and all ages. In this environment, our conduct towards all members of the team must always be proper and professional.

6. Individuals who are sexually harassed by superiors, supervisors, co-workers, or peers should make it clear that such behavior is offensive and take appropriate action as prescribed by established procedures.

7. All leaders will ensure that all subordinates and students are familiar with procedures for reporting, investigating, and correcting sexual harassment incidents. Additionally, all reported instances of such behavior will be investigated. I will take action to combat sexual harassment. Such action may include disposition under UCMJ or other appropriate actions.

8. It is my policy that all members of the Fort Bliss Noncommissioned Officer Academy and its students live and work in an environment, both on and off the installation, that is free of harassment.

9. If you believe that the complaint will not be handled fairly at the lowest level or it involves a member of your Chain of Command, then you may present your complaint to the NCO Academy SHARP Representative or the Commandant.

Unit SHARP Location:	BLDG 2, E WING
Telephone:	(915) 245-8991
Hours:	24 hours

10. The point of contact for this memorandum is the undersigned at (915) 568-2440.



S. STEVE GIBBS
CSM, USA
Commandant