



DEPARTMENT OF THE ARMY
UNITED STATES ARMY NONCOMMISSIONED OFFICER ACADEMY
2E SHERIDAN ROAD
FORT BLISS, TX 79916-6501

ATSS-CDA

1 July 2020

MEMORANDUM FOR ALL ASSIGNED/ ATTACHED PERSONNEL, US ARMY
NONCOMMISSIONED OFFICER ACADEMY

SUBJECT: **Sexual Harassment/ Assault & Prevention (SHARP) (Policy Letter #2)**

1. Reference: AR 600-20.
2. 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 UCMJ and other Federal and local civilian laws.
3. Sexual harassment is a form of gender discrimination and is defined as deliberate, repeated, unwanted and/or unsolicited comments, gestures, or physical contact of a sexual nature. It is behavior that offends, exploits, embarrasses, inhibits, or penalizes a person because of his or her gender. Sexual harassment creates a hostile work environment for its victims and reflects questionable leadership.
4. It is important for all members of the Academy to understand that sexual harassment will not be tolerated. We must maintain the highest levels of professionalism by maximizing utilization of individual potential. We interface daily with military, civilian, and student members of both genders and all ages. In this environment, our conduct toward members of the opposite sex must be proper and professional at all times.
5. 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.
6. 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 the Uniform code of Military Justice or other appropriate actions.
7. 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 post which is free of harassment.

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8. 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 unit or school SHARP Representative.

9. Unit SHARP location: BLDG 2, E WING
 Telephone: 915-245-8991
 Hours: 24HR

10. POC for this memorandum is the undersigned at 568-2440.

MONTAE M. CLARKE
CSM, USA
Commandant