



**DEPARTMENT OF THE ARMY**  
ST. PAUL DISTRICT, CORPS OF ENGINEERS  
180 FIFTH STREET EAST SUITE 700  
ST. PAUL, MN 55101-1678

CEMVP-EE

21 Sep 12

MEMORANDUM FOR All Employees, St. Paul District

SUBJECT: Policy Letter No. 12-04, Sexual Harassment/Assault Prevention and Response Program (SHARP)

1. Reference AR 600-20, Army Command Policy, 18 March 2008.
2. It is the policy of the U.S. Army, U.S. Army Corps of Engineers (USACE) and the St. Paul District Corps of Engineers that sexual harassment/assault is unacceptable conduct and will not be condoned or tolerated. Sexual assault is defined as intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent. Sexual assault is a serious crime that has no place in the U.S. Army Corps of Engineers. Sexual harassment is a form of misconduct which is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual; (c) or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Sexual harassment/assault degrades our mission readiness by devastating the Corps' ability to work effectively as a team. These behaviors are not compatible with the Army values.
3. I fully support the Army's policy to use training, education, and awareness to prevent sexual harassment/assault, promote sensitive handling of victims of sexual assault, offer victim assistance and counseling, and provide timely and thorough investigation of all reported sexual assaults. Every Soldier and Civilian who is aware of a sexual harassment/assault incident should immediately report it to their chain of command.
4. Leaders at all levels are required to maintain a sexual harassment/assault prevention and response program. Tracking and reporting are key elements to this program's success; therefore, I will ensure annual training is conducted in accordance with Army policy. If you experience sexual assault, you should first get to a safe place. If you are in need of urgent medical attention, call 911. If you experience sexual harassment not involving sexual assault you should contact the EEO Office.

  
MICHAEL J. PRICE  
COL, EN  
Commanding