



**DEPARTMENT OF THE ARMY**  
ST. PAUL DISTRICT, CORPS OF ENGINEERS  
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ST. PAUL, MN 55101-1678

CEMVP-EE

07 Jul 16

MEMORANDUM FOR ALL St. Paul District Employees

SUBJECT: Policy Letter No. 16-12, Sexual Harassment/Assault Prevention and Response Program (SHARP)

1. References:

a. AR-600-20, Army Command Policy, 18 March 2008; Rapid Action Revision Issued 20 September 2012.

b. Secretary of the Army Top Priorities dated 15 October 2013.

c. Army Directive 2013-20: Assessing Officers and Noncommissioned Officers on Fostering Climates of Dignity and Respect and on Adhering to the Sexual Harassment/Assault Response and Prevention Program, dated 27 September 2013.

2. Applicability: This policy applies to all Soldiers, DA Civilians and Contractors working for or employed by the United States Army Corps of Engineers (USACE).

3. Purpose: The purpose of this memorandum is to establish command policy for the Sexual Harassment/Assault Prevention and Response Program (SHARP) within the St. Paul District Corps of Engineers.

4. Intent: Prevention of Sexual harassment/assault is the Secretary of the Army's top priority. Sexual harassment and/or assault constitute unacceptable conduct that is incompatible with the Army and USACE missions and core values. Such behaviors have no place in the U.S. Army Corps of Engineers and will not be tolerated in this command. They degrade our mission readiness by devastating the Corp's ability to work effectively as a team.

5. Policy: 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 and assault are unacceptable conduct and will not be condoned or tolerated. I fully support the Army's policy to use training, education, and awareness to prevent sexual harassment and/or 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.

a. 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

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consent. Sexual assault is a serious crime that has no place in the U.S. Army Corps of Engineers. Sexual harassment/assault degrades our mission readiness by devastating the Corps' ability to work effectively as a team. These behaviors are not compatible with Army values.

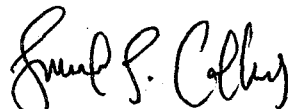
b. Every Soldier and civilian who is aware of a sexual harassment and/or assault incident will immediately report it to his or her chain of command, the EEO Office, or the Sexual Assault Response Coordinator.

6. Leaders at all levels are required to maintain a sexual harassment/assault prevention and response program. Tracking and reporting these crimes and policy violations are key elements to this programs success; therefore, I will ensure annual training is conducted in accordance with Army policy.

7. The point of contact for this policy is Larry Blackwell, MVP EEO Manager.

8. If you experience sexual assault, you should first get to a safe place. If you are in need of urgent medical attention, call 911.

9. Your Sexual Assault Response Coordinator (SARC), is Jennifer Thomas (601) 631-7951 or email at [Jennifer.Thomas@usace.army.mil](mailto:Jennifer.Thomas@usace.army.mil).



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