



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY 20TH CBRNE COMMAND
(CHEMICAL, BIOLOGICAL, RADIOLOGICAL, NUCLEAR, EXPLOSIVES)
6573 HAVRE DE GRACE STREET, BUILDING 5016
ABERDEEN PROVING GROUND, MD 21005-5201

AFCB-CG

JUN 09 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 20th CBRNE Command Policy Letter No. 3, Prevention of Sexual Harassment and Sexual Assault

1. References.

a. Army Regulation (AR) 600-20 (Army Command Policy), Chapters 6, 8, and Appendix E, Sexual Harassment Complaint Processing System, Rapid Action Revision (RAR), 6 November 2014.

b. HQDA EXORD 221-12, Sexual Harassment / Assault Response and Prevention (SHARP) Program Synchronization Order, 23 June 2012.

c. ALARACT 007/2012: Sexual Harassment / Assault Response and Prevention (SHARP) Program Implementation Guidance.

d. U.S. Army Forces Command Policy Memo No. 5 – Prevention of Sexual Harassment and Sexual Assault.

2. Purpose. As the Commander of the 20th CBRNE Command, I am committed to ensuring that Soldiers, Civilians and Family members live and work in an environment free of sexual harassment and sexual assault. I expect all CBRNE Soldiers and Civilians to be committed to creating and maintaining an environment that promotes productivity and respect for human dignity. Sexual harassment and sexual assault are offenses contrary to the Army Values and the Warrior Ethos; therefore, destroying teamwork and negatively affecting combat readiness. Violators of this policy may be subject to adverse administrative action or punishment under the Uniform Code of Military Justice and other federal and local laws.

3. Applicability. This policy applies to all Soldiers and Civilians assigned or attached to the 20th CBRNE Command, and supplements the standard reporting requirements outlined in paragraph 1.

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4. I will not tolerate sexually harassing behavior or sexual assault by any member of this command. The prevention of sexual harassment and sexual assault is everyone's responsibility. Every Soldier, Civilian and Family member is responsible for treating each another with dignity and respect. Leaders must set the example and be held accountable for maintaining a discrimination-free work environment.

5. Anyone who has been sexually harassed or sexually assaulted has an obligation to make it clear that such behavior is unwelcomed and offensive. Co-workers who witness such incidents also have an obligation to come forward and report it immediately without the threat of intimidation or reprisal.

a. I charge each Soldier, Civilian and Family member to personally commit to engage, combat and eliminate sexual assault crimes. As in any fight, no one should engage the enemy alone. Combatting sexual assault requires every member of our team to stand ready to deploy safe and effective prevention and intervention strategies. Installations offer a wide range of SHARP training and awareness events, and I encourage you to actively participate.

b. Victims are encouraged to report sexual assault crimes so they may access the care and resources available to them. Whether seeking help for recent or past events, victims will have access to confidential reporting and sensitive care. Victim confidence improves with command climate. Establish a command climate where reports are handled with discretion and professionalism, an environment where victims and witnesses are protected from retaliation and ostracization.

c. As commanders and leaders, we must exhibit personal and professional discipline in all we do, reinforce the standards and value of the Professional Military Ethic, and hold ourselves and one another accountable. Return to basic principles of leadership and objectively evaluate your unit discipline, proficiency, morale, and esprit de corps. Lead, change and be the example.

6. We must urgently address allegations of sexual harassment and sexual assault and investigate promptly. Victims of sexual harassment or sexual assault are encouraged to seek assistance immediately from their chain of command, SHARP representative, or Equal Employment Office. Refer allegations through the chain of command, or through other channels such as the Criminal Investigations Division, Chaplain, Inspector General, Provost Marshall or the Legal Assistance Office of the Staff Judge Advocate. Commanders will protect individuals who file complaints from the presence or perception of intimidation, harassment, or reprisal.

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7. Leaders must ensure that all newly assigned Soldiers and employees have completed unit level SHARP training, which is an annual pre and post deployment requirement for all Soldiers and Department of the Army Civilians. If new Soldiers and employees are not current on SHARP training requirements, it is their responsibility to coordinate with the 20th CBRNE Command SHARP Representative to fulfill training requirements within 30 days of arrival.
8. Supersession. This policy supersedes the 20th CBRNE Command Policy Letter No. 3, Prevention of Sexual Harassment, dated 18 November 2019.
9. Expiration. This policy will remain in effect until superseded or rescinded.
10. Point of contact for this policy is the 20th CBRNE Command SHARP Representative at commercial (410) 306-3149 or DSN 458-3149.



ANTONIO V. MUNERA
Brigadier General, USA
Commanding

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