



DEPARTMENT OF THE ARMY
CHIEF OF ENGINEERS
2600 ARMY PENTAGON
WASHINGTON DC 20310-2600

24 SEP 2020

DAEN-ZA

COMMANDING GENERAL'S POLICY MEMORANDUM #4

SUBJECT: Sexual Harassment/Assault Response and Prevention (SHARP) Program

1. I fully support the Department of the Army's policy to enhance readiness through the prevention of sexual assault, sexual harassment, and associated retaliatory behaviors while providing comprehensive response capabilities. The U.S. Army Corps of Engineers (USACE) is committed to providing a work environment that is free of sexual assault and sexual harassment. Sexual Assault is a crime that has no place in the USACE, our military, nor our communities. This unacceptable behavior degrades mission readiness, erodes the bedrock of trust, and diminishes our capacity to deliver vital public and military engineering services to this great Nation. Sexual Assault and Sexual Harassment are not compatible with our Army Values and are punishable under the Uniform Code of Military Justice and other federal and local laws.

2. All Soldiers and civilians have a role to play in assuring a professional environment exists that creates a positive climate and culture of trust and respect in which every person can thrive and achieve their full potential. I ask that everyone serve as an active bystander and together, we will increase our capabilities in preventing unwanted, unprofessional and criminal acts such as assault, harassment, and retaliation.

3. Commanders at all levels are required to maintain a sexual assault and sexual harassment prevention and response program that promotes modeled behavior with a vision toward a culture of discipline and respect in which Soldiers and civilians intervene to protect one another. Prevention and reporting are critical elements to this program's success; therefore, Commanders should ensure annual training is conducted in accordance with Department of the Army policy and guidelines. All USACE personnel will be provided the name and contact information of their unit Sexual Assault Response Coordinator and Collateral Duty Victim Advocate. Commanders and Directors throughout USACE will publish and post endorsements of this policy and will affirm their personal commitment to the principles and objectives of SHARP.

A handwritten signature in black ink, appearing to read "Scott A. Spellmon", is located below the text of the memorandum.

SCOTT A. SPELLMON
Lieutenant General, USA
Chief of Engineers