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US Army Reserve Command
Fort Bragg, NC
022300ZJUL2020

OPERATION ORDER 20-060 Army Reserve Sexual Harassment/ Assault Response and Prevention Program Stand-down (United States Army Reserve Command (USARC))

(U) References:

- a. DoDI 6495.02 (Sexual Assault Prevention and Response (SAPR) Program Procedures), March 28, 2013, Incorporating Change 3, May 24, 2017.
- b. Army Directive 2018-23, Improving Essential Programs: Sexual Harassment/Assault Response and Prevention, Equal Opportunity, Suicide Prevention, Alcohol and Drug Abuse Prevention, and Resilience); 08 NOV 2018
- c. Army Regulation 600-20, Army Command Policy, November 6, 2014
- d. Memorandum, U. S. Army SHARP Academy Subject: COVID-19 Impacts Upon SHARP Education and Training Activities
- e. OPERATION ORDER 20-016 (United States Army Reserve Command (USARC) Command, Control, and Relationships (C2R) FY20)) 01 October 19.
- f. Memorandum, United States Army Reserve Command, Subject: Army Reserve Policy on Equality, Access, Fundamental Fairness and Right of Redress
- g. Memorandum, United States Army Reserve Command, Subject: Rebalancing Command and Control-Establishing the Army Reserve Senior Geographic Commander Authority, 20 June 2019.
- h. Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Handling Sexual Assaults Appropriately, 3 April 2020.
- i. Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment, 18 June 2020

Time Zone Used Throughout the Order: (Zulu)

1. (U) Situation.

- a. Sexual Harassment and Sexual Assault Response and Prevention (SHARP) is among USARC's Top priorities. On 18 June 2020, the United States Army Reserve

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Command (USARC) Commanding General signed a memorandum providing direction for all Army Reserve Commanders and staffs to immediately execute SHARP actions. This OPORD outlines the deliberate, methodical approach for execution to support the Army Reserve SHARP stand-down requirements.

2. (U) Mission. On order, All Army Reserve Commanders and staffs will execute SHARP actions outlined in this OPORD to support SHARP stand-down requirements as directed in reference I, Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment, 18 June 2020.

3. (U) Execution.

a. Commander's Intent.

(1) Purpose. Sexual Harassment and Sexual Assault degrades readiness and will not be tolerated. Sexual Harassment/Assault Response and Prevention (SHARP) Program is a commander's responsibility and is essential to enhancing Army readiness through the prevention of sexual harassment, sexual assault, and associated retaliatory behaviors. This OPORD provides implementation guidance to Commanders and staff to immediately execute SHARP stand-down requirements outlined in Annex A, Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP Compliance and Assessment, 18 June 2020. These directed actions build upon Army Reserve previously published guidance in the above references.

(2) Key tasks.

(a). On order, consistent with AR 600-20, paragraph 8-5, Commanders at all echelons will conduct a comprehensive review of their SHARP policies and programs to ensure compliance with regulatory and policy requirements.

(b) In the month of July 2020, Unit Commanders will conduct a 100% "SHARP stand down" and conduct SHARP Training consistent with Army Directive 2018-23 and any superseding Army guidance. Units will record essential training readiness data, including SHARP training, via Digital Training Management System (DTMS). Commanders will retain records of Soldiers' SHARP training.

(c). Within 60 days of the effective date of Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment, 18 June 2020, Commanders at all echelons conduct/reconduct one-on-

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one training with their SARC and legal advisor to review command roles and responsibilities in leading their respective SHARP programs.

(d) Within 90 days of the effective date of Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment, 18 June 2020, all Command Sexual Assault Response Coordinators (SARCs) conduct assessment of programs utilizing the HQDA Organizational Inspection Program checklist (enclosed) down to the lowest echelon to determine the progress made toward the goals of the Army Reserve SHARP Program. Command SARCs will maintain a record of all assessments conducted.

(e) Within 90 days of the effective date of Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment, 18 June 2020, Commanders at all echelons direct and execute Staff Assistance Visits of all SHARP Offices/Activities within their commands to provide assistance and training to SHARP personnel.

(3) End state. Army Reserve Commanders, Soldiers, and leadership create an environment free of Sexual Harassment and Sexual Assault while fostering a climate of dignity and respect in support of readiness.

b. Concept of Operations. The Army Reserve implements SHARP Stand-down requirements in three Phases. Phase I (SHARP Stand-down Comprehensive Review and SHARP Training Requirements outlined in Annex A) will begin o/o and will end NLT 31 JUL 2020. Phase II (Command SARC-one-on-one training) will begin NLT 18 JUN 2020 and will end 16 August 2020. Phase III (SHARP Program Assessments) occurs within 90 days of the effective date of Memorandum, Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment, 18 June 2020. During this phase all Command Sexual Assault Response Coordinators (SARCs) will conduct assessment of programs utilizing Annex B, the HQDA Organizational Inspection Program checklist, down to the lowest echelon to determine the progress made toward the goals of the Army Reserve SHARP Program. Command SARCs will maintain a record of all assessments conducted. Additionally, Commanders at all echelons will direct and execute Staff Assistance Visits of all SHARP Offices/Activities within their commands to provide assistance and training to SHARP personnel.

c. Task to Staff and Subordinate Units.

(1) Army Reserve G-1:

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(a) No later than 15 July 2020, develop and distribute a USAR specific sexual assault policy template and a retaliation procedure/policy template, emphasize Criminal Investigation Division (CID) reporting and clarify appointment authorities for use at all Leader Training Venues.

(b) No later than 15 July 2020, update the Army Reserve Headquarters SHARP SharePoint Page.

(c) No later than 30 July 2020, collaborate with Strategic Communications to develop and distribute a quick reference pocket guide for Sexual Assault and Sexual Harassment reporting procedures, and update SHARP content on the Double Eagle App.

(2) Army Reserve Headquarters- Fort Bragg G-3/5/7:

(a) Support the Army Reserve G-1 to develop and distribute a USAR specific sexual assault policy template and a retaliation procedure/policy template to emphasize CID reporting and clarifying appointment authorities for use at all Leader Training Venues.

(b) No later than 30 July 2020, develop and distribute the SHARP tools listed in 4b(1) of reference I to all Commanders and Command Selectees-Company through Brigade via the Company Commander and First Sergeant Course and the Battalion and Brigade Pre Command Course. Further, distribute tools to all Army Reserve Senior Leaders during all Green Tab Huddles and other leader forums.

(c) No later than 30 July 2020, support the Army Reserve G-1 to review full time SARC and Victim Advocate positions. Assist the Army Reserve G-1 to identify key SHARP positions and identify requirements and authorizations.

(d) Coordinate with the Army Reserve G-1 to develop courses of actions (COAs) to resource requirements (bill payers) and formulate resource recommendation for Army Reserve Senior Leader decision. Conduct initial analysis and COA development in coordination with the Army Reserve G-1 and Civilian Personnel Management Office.

(e) No later than 30 July 2020, revitalize the USAR Organizational Inspection Program (OIP). Appoint an OIP Coordinator responsible for the management of the USAR OIP no later than 1 October 2020. Make SHARP a priority program for OIP focus and inspections. No later than 1 November 2020, update all documents and inspection programs.

(f) Strategic Communication the latest SHARP related information and

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resources in the Double Eagle App, Army Reserve website, and social media platforms. Distribute SHARP information through all Public Affairs Offices.

(3) Civilian Personnel Management Office: No later than 30 September 2020, provide Commanders with updated SHARP position descriptions, recruitment strategies, and/or implementation guidance.

(4) Office of the Staff Judge Advocate: NLT 15 September 2020, legal advisors will complete the USARC directed Judge Advocate SHARP training. Senior legal advisors will complete training prior to conducting one on one instruction with Commanders. Provide training to new commanders no later than 90 days from assumption of command.

(5) Major Subordinate Commands.

(a) . Phase 1: Execute/re-execute the following requirements during Phase 1 of this OPOD: (SHARP Stand-down Comprehensive Review and SHARP Training Requirements outlined in Annex A will begin on order and will end NLT 31 JUL 2020). During this phase Commanders will:

1. Conduct SHARP training consistent with Army Directive 2018-23 and Memorandum, U. S. Army SHARP Academy Subject: COVID-19 Impacts Upon SHARP Education and Training Activities. Utilize the Annual Refresher Training Support Package (TSP) located on the Army Training Network (ATN) which remains the source for approved content and the standard for execution. Army Directive 2018-23 remains applicable regarding delivery that is "leader led with the assistance of a credentialed SHARP professional."

2. Reference Annex C, Memorandum, U. S Army SHARP Academy Subject: COVID-19 Impacts Upon SHARP Education and Training Activities, for options to conduct of Annual Refresher Training in the current situation which include, but are not limited to: reduced audience size IAW health protection guidelines, conduct remote but interactive delivery using the TSP materials via Defense Collaboration Service (DSC), DISA Global Video Services (GVS), video-teleconference (VTC), or other Army approved applications.

3. Provide guidance to assist commands in determining the method for execution that is most appropriate to the unit/organization situation with consideration of the most current health protection guidelines consistent with Army 2018-23 and Memorandum, U. S. Army SHARP Academy Subject: COVID-19 Impacts Upon SHARP Education and Training Activities.

(b). Execute Phase II (Command SARC-one-on-one training) within 60 days of the effective date of Memorandum, Memorandum, United States Army Reserve

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Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment, 18 June 2020. During phase II, Commanders at all echelons conduct/reconduct one-on-one training with their SARC and legal advisor to review command roles and responsibilities in leading their respective SHARP programs. Commanders will meet with the SARC for one-on-one SHARP training consistent with DoDI 6495.02 Enclosure 5. The training shall include a trends brief for unit and area of responsibility, the confidentially and "official need to know" requirements for both unrestricted and restricted reporting, and the requirements of 8-day incident report in accordance with DoDI 6495.02. The Sexual Assault Incident Response Oversight Report template is located in the SAPR Policy Toolkit, on www.sapr.mil. The commander must contact a judge advocate for training on the MRE 514 privilege.

(c) Execute Phase III within 90 days of the effective date of Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment, 18 June 2020. During this phase all Command Sexual Assault Response Coordinators (SARCs) will conduct assessment of programs utilizing Annex B, HQDA Organizational Inspection Program checklist, (enclosed) down to the lowest echelon to determine the progress made toward the goals of the Army Reserve SHARP Program. Command SARCs will maintain a record of all assessments conducted. Additionally, Commanders at all echelons will direct and execute Staff Assistance Visits of all SHARP Offices/Activities within their commands to provide assistance and training to SHARP personne as specified in Annex A.

4. (U) Sustainment. N/A.

5. (U) Command and Signal.

a. Command.

(1) OPSEC. All personnel associated with this operation will become familiar with the USARC Critical Information List (CIL), to prevent disclosures. Do not discuss or transmit critical information via non-secure means of any type. Properly mark, store and dispose, using approved methods and processes, all material directly or indirectly related to this operation. Immediately report all accidental disclosure of CILs as a CCIR per USARC OPORD 19-004 (USARC, USAR CCIR) and associated FRAGORDs.

(2) PROTECTION. Every member of the U.S. Army Reserve community plays an important role in preventing terrorist and criminal acts. Participating personnel will be familiar with current force protection conditions and physical security requirements. Personnel must be alert for and aware of the indicators of potential terrorist or violent

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criminal activities. Personnel who witness suspicious activity will immediately notify local law enforcement followed by a report (IAW USARC OPORD 19-004) through their chain of command. Soldiers serve as "sensors" enhancing the U.S. Army Reserve protection posture.

c. Signal.

ACKNOWLEDGE: Receipt of this order within 72 hours to the AR Operations Center at usarmy.usarc.usarc-hq.mbx.ar-operations-call-center@mail.mil.

**ROPER
MG**

OFFICIAL:
BG SHULTZ
G-3/5/7

DISTRIBUTION:
DISTRIBUTION:

MAJOR SUBORDINATE COMMANDS:

1 MSC
3 MCDS
63 RD
-USAG-FHL
75 TNG CMD (MC)
76 ORC
79 TSC
80 TNG CMD (TASS)
81 RD
-USAG-Fort Buchanan
84 TNG CMD (UR)
85 USAR SPT CMD
88 RD
-USAG-Fort McCoy
99 RD
-ASA-Dix
108 TNG CMD (IET)

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200 MP CMD
335 SC (T)
377 TSC
412 TEC
416 TEC
807 MCDS
ARAC
ARCG
AR-MEDCOM
LEGAL CMD
MIRC
USACAPOC (A)
USARIC
USAR SPT CMD (1A)

ARECs:

8A
USARAF
USARCENT
USAREUR
USARNORTH
USARPAC
USARSOUTH

ARA:

I CORPS
III CORPS
XVIII ABC
USARJ

COPY FURNISH:

7 MSC
9 MSC
311 SC (T)
USARC XOs
USARC DIR/DEP/CH/ASST
OCAR Directors & Deputies

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ANNEXES:

Annex A: Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy- Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment, 18 June 2020



USARC
Supplemental Instru

Annex B (HQDA SHARP Organization Inspection Program Checklist)



SHARP OIP
Checklist (Master) 8j

Annex C (Memorandum, U. S. Army SHARP Academy Subject: COVID-19 Impacts upon SHARP Education and Training Activities)



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NOTES:

1. **Always Copy Furnish the following:**
USARC XOs

2. **Tasking Installations:**

- a. If tasking USAG-Fort Buchanan then CF: 81 RSC.
- b. If tasking ASA-Dix then CF: 99 RSC.
- c. If tasking USAG-FHL then CF: 63 RSC.
- d. If tasking USAG-Fort McCoy then CF: 88 RSC.