



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS, MOBILE DISTRICT
100 CANAL STREET
MOBILE, AL 36602-1901

CESAM-EE

8 August 2025

COMMAND POLICY MEMORANDUM: CPM-EE-003

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

1. References:

- a. AR 600-20, Army Command Policy, 24 July 2020
- 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.
- d. MILPER Message 13-306: Changes to the Evaluation Reporting System in Response to Army Directive 2013-20, issued 22 October 2013.

2. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature. It occurs when:

- a. Submission to or rejection of is made a term or condition of a person's job, pay, career; or
- b. Submission to or rejection of is used as a basis for career or employment decisions.
- c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance and/or creating an intimidating, hostile or offensive working environment. Sexual harassment is not only inappropriate behavior in the workplace; it is a violation of the law.

3. Sexual assault involves intentional sexual contact characterized by the use of force, physical threat, or abuse of authority when the victim does not or cannot consent. Sexual assault is not only incompatible with Army Values; it is a criminal offense punishable by law.

4. Individuals who perceive they are recipients of sexually inappropriate conduct

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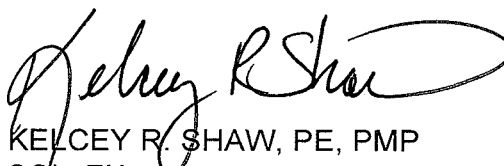
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should promptly and clearly communicate that the behavior is offensive and unwelcome, and immediately report the incident to an appropriate supervisor,

Manager, or the Employment Opportunity Office. Individuals who wish to initiate a complaint of discrimination based on sexual harassment should contact the EEO Office within 45 calendar days of the alleged incident. However, individuals who have been sexually assaulted should immediately contact the local Victim Advocate, Security Office and/or notify local law enforcement authorities.

5. Sexual harassment and sexual assault threaten the Army's mission and will not be condoned or tolerated in the Mobile District. I expect all District team members, military and civilian, to do their part in promoting a climate where everyone is free to perform to his or her fullest potential. The best way we can do this is to always treat each other with dignity and respect.

6. Point of contact for this action is Catherine Cummings, Chief Equal Employment Opportunity, (251) 694-4000, or catherine.m.cummings@usace.army.mil.



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COL, EN
Commanding