



DEPARTMENT OF THE ARMY

[Redacted]

REPLY TO ATTENTION OF:

[Redacted]

June 10, 2015

MEMORANDUM FOR RECORD

SUBJECT: Formal Sexual Harassment Complaint Reprisal Plan

1. This reprisal plan is for the formal sexual harassment complaint filed by [Redacted]. The following individuals were counseled as part of this plan:

- a. 1LT [Redacted] INITIALS: [Redacted]
- b. SGT [Redacted] INITIALS: [Redacted]
- c. SPC [Redacted] INITIALS: [Redacted]
- d. SPC [Redacted] INITIALS: [Redacted]
- e. SPC [Redacted] INITIALS: [Redacted]
- f. SPC [Redacted] INITIALS: [Redacted]

2. Points covered:

a. In accordance with AR 600-20, DoD Directive 6495.01 and DoDI 6495.02, reprisal is defined as "taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, or making or preparing to make a protected communication."

- b. Changes to SPC [Redacted] (female) personnel status must be approved by COL [Redacted]
 - (1) Special/unorthodox assignments and/or taskings
 - (2) Unannounced/short-notice changes to duty rosters
 - (3) Threats or derogatory statements to others about the incident/participants

- c. Actions to take if one feels he/she is being retaliated against:
 - (1) Report to COL [Redacted]
 - (2) Report to SARC/SHARP and/or VA/SHARP
 - (3) Report to Battalion CO/CSM/XO

3. POC for this memorandum is CSM [Redacted] at [Redacted] or [Redacted]mil@mail.mil.

[Redacted Signature Box]

Commanding



DEPARTMENT OF THE ARMY

2015

MEMORANDUM FOR RECORD

SUBJECT: Commander Reprisal Prevention Plan

- 1) This reprisal prevention plan is for a sexual harassment complaint filed by [REDACTED] on [REDACTED] 2015. The following individuals are counseled as part of this plan.
 - a) [REDACTED] – the accused
 - b) [REDACTED] – the complainant
 - c) All individuals associated with the investigation, as indicated in writing on page two of this memorandum, as they are identified by the Investigation Officer. Their understanding of the order will be sworn by their initials.
- 2) Points Covered.
 - a) Rules of retaliation as listed in DoD 7050.06, Military Whistleblower Protection, 17 April 2015, and AR 600-20, Army Command Policy, 6 November 2014.
 - b) Reprisal is defined as taking or threatening to take an unfavorable personnel action or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation, against a military member for making or preparing a protected communication. Department of the Army personnel are prohibited from taking acts of reprisal against any Soldier for filing a complaint of unlawful discrimination or sexual harassment.
- 3) The following might constitute reprisal:
 - a) Special or unusual assignments or tasking
 - b) Unannounced or short notice changes to duty rosters
 - c) Threats or derogatory statements to others about the incident or participants

[REDACTED]
SUBJECT: [REDACTED] Sexual
Harassment/Assault Response and Prevention (SHARP)

- 4) If you feel you are a victim of reprisal actions, report to me, higher echelon chain of command, the [REDACTED] SHARP office, or the IG.
- 5) The proponent of this policy is the undersigned at [REDACTED]

[REDACTED]
Commanding

CF:
[REDACTED]
Investigating Officer
Complaint File

Individual Counseled	Print Name/Rank	Initials/Date
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REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY

[REDACTED]

[REDACTED]-CDR

March 6, 2015

MEMORANDUM FOR RECORD

SUBJECT: Sexual Assault Complaint Reprisal Plan

1. This reprisal plan is for a sexual assault complaint filed by [REDACTED] [REDACTED]. The following individuals were counseled as part of this plan:

- a. [REDACTED]
- b. [REDACTED]
- c. [REDACTED]

2. Points covered:

a. In accordance with AR 600-20 and DODD 7050.06, reprisal is defined as "taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, or making or preparing to make a protected communication."

b. Changes to [REDACTED] personnel status must be approved by COL [REDACTED] through LTC [REDACTED]

- (1) Special/unorthodox assignments or taskings
- (2) Unannounced/short-notice changes to duty rosters
- (3) Threats or derogatory statements to others about the incident/participants

c. Actions to take if one feels he/she is being retaliated against:

- (1) Report to COL [REDACTED] or LTC [REDACTED]
- (2) Report to SARC/SHARP and/or VA/SHARP

d. If any other Soldier is required to be interviewed by Criminal Investigation Division (CID) on behalf of complainant, those Soldiers are protected by this reprisal plan, as well.

e. If any leader sees other leaders, peers, or subordinates showing ill-will toward the complainant, notify BN Commander immediately and counseling will immediately happen by BN Commander.

3. POC for this memorandum is LTC [REDACTED] at (315) 774-[REDACTED] or [REDACTED].mil@mail.mil

[REDACTED]

LTC, AV
Commanding

Initials:

CPT [REDACTED] CPT [REDACTED] CPT [REDACTED]