



SECRETARY OF THE ARMY
WASHINGTON

08 NOV 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2018-23 (Improving the Effectiveness of Essential and Important Army Programs: Sexual Harassment/Assault Response and Prevention, Equal Opportunity, Suicide Prevention, Alcohol and Drug Abuse Prevention, and Resilience)

1. **References.** See list of references at the enclosure.
2. **Purpose.** This directive provides guidance for a more effective method of training, emphasizing leader involvement, and leveraging the Army's culture to improve the outcomes of these valuable programs to enhance the readiness and welfare of our Soldiers and units.
3. **Applicability.** This directive applies to the Regular Army, the Army National Guard/Army National Guard of the United States, the U.S. Army Reserve, and Department of the Army Civilian employees.
4. **Policy.** There is nothing more important than the welfare and readiness of our Soldiers and units. This directive reasserts the importance of leaders and the chain of command in providing quality, relevant training and education to improve and sustain positive organizational climates that emphasizes Army Values and treating everyone with dignity and respect. This leader centric approach not only builds combat readiness and lethality at the Soldier and small unit level, but allows commanders to tailor training commensurate with their assessment of unit risk in each area, will drive better results, and will reinforce the importance and seriousness of these issues. The emphasis on leaders delivering quality training to Soldiers on the topics contained in this directive must be on building readiness, not compliance. Commanders are responsible and accountable for driving a positive climate, and building soldier/unit readiness, morale, good order, and discipline.
 - a. **Sexual Harassment/Assault Response and Prevention (SHARP).** Sexual harassment and Sexual Assault are contrary to Army values and a critical readiness issue. There is no room for sexual assault or sexual harassment in the U.S. Army. Commanders will take every report of sexual assault, sexual harassment, and associated retaliatory behavior seriously by following proper guidelines. Every member of the Army team must be treated with dignity and respect. Commanders will do the following:

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(1) Commanders will incorporate unit-level SHARP annual training into the overall training plan for the unit and document the training on unit training schedules.

(2) Annual SHARP training will be conducted face to face using the approved Department of the Army SHARP Annual Refresher Training Support Package (TSP) available on the Army Training Network. Commanders will determine the duration, location, and means for conducting training. Unit leaders will lead the training with the assistance of credentialed SHARP Professionals.

(3) HQDA no longer requires the online SHARP training component; it will remain available as a supplemental resource in the Army Learning Management System.

(4) Commanders will retain records of Soldiers' SHARP training.

b. Equal Opportunity (EO). There is no room for discriminatory behaviors and practices in the U.S. Army. Every member of the Army team must be treated with dignity and respect. Commanders will do the following:

(1) Commanders will incorporate unit-level annual Military Equal Opportunity (MEO) training, in combination with training on the prevention of hazing, bullying, retaliation, and reprisal into the overall training plan for the unit.

(2) Annual MEO training will be conducted face to face. Commanders will determine the duration, location, and means for conducting training. Unit leaders will lead the training and may use MEO Professionals as available and necessary.

(3) HQDA does not require commanders to conduct quarterly MEO training.

(4) Equal opportunity advisors (EOAs) will refer sexual harassment complaints to unit SHARP representatives. EOAs will continue to assist commanders in other activities prescribed by Army-wide and command policy that prevent sexual harassment.

c. Suicide Prevention. One of the best means to reduce suicides in our ranks is for leaders to know their Soldiers and to watch out for them both on- and off-duty; this is what I expect from all leaders. Commanders will do the following:

(1) Commanders will incorporate suicide prevention annual training into the overall training plan for the unit.

(2) Annual suicide prevention training will be conducted face to face. Commanders will determine the duration, location, and means for conducting training.

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Unit leaders will lead the training and may use assets such as chaplains, legal representatives, and Master Resilience Trainers (MRTs), or other subject matter experts.

(3) Commanders will retain records of Soldiers' suicide prevention training.

d. Alcohol and Drug Abuse Prevention. Commanders are responsible for educating and training their personnel about the dangers of drug and alcohol abuse and other risks to their health and military readiness associated with substance abuse. Commanders will do the following:

(1) Commanders will incorporate alcohol and drug abuse prevention annual training into the overall training plan for the unit.

(2) Annual Alcohol and Drug Abuse Prevention education and training will be conducted face to face. Commanders will determine the duration, location, and means for conducting alcohol and drug abuse training, and implement risk reduction measures based on unit assessments.

(3) Unit leaders will lead the training and may use subject matter experts to assist as available and needed.

e. Resilience Training. Resilience is a key component to building and sustaining combat readiness. Commanders will do the following:

(1) Commanders will incorporate resiliency annual training into the unit's overall training plan.

(2) Annual resilience training will be conducted face to face using MRTs to assist as available and needed. Commanders will determine the duration, location, and means for conducting training based on unit and individual assessments.

5. Proponent. The DCS, G-1 is the proponent for this policy. The DCS, G-1 and the DCS, G-3/5/7 will revise the applicable Army regulations to implement these changes as soon as possible.

6. This directive is rescinded upon publication of the revised regulations.



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