



DEPARTMENT OF THE ARMY  
HEADQUARTERS, UNITED STATES ARMY FORCES COMMAND  
4700 KNOX STREET  
FORT BRAGG, NC 28310-5000

AFPE-SHP

MEMORANDUM FOR Headquarters, Commands Reporting Directly to U.S. Army Forces Command (FORSCOM)

SUBJECT: Assignment of Investigating Officers for Formal Sexual Harassment Complaints

1. References:

- a. Army Regulation (AR) 15-6 (Procedures for Administrative Investigations and Boards of Officers).
- b. AR 600-20 (Army Command Policy).
- c. Report of the Fort Hood Independent Review Committee (FHIRC), 6 November 2020.
- d. Tri-signed Message to the Force (Message to the Force Regarding the Fort Hood Independent Review), 8 December 2020.

2. Purpose. The purpose of this memorandum is to provide guidance regarding the assignment of investigating officers for formal complaints of sexual harassment.

3. Background. The Chief of Staff of the Army charged the People First Task Force (PFTF) with exploring efforts within Army commands/Army service component commands aimed at countering negative behavior and integrating those efforts into existing Army governance structures. These efforts require new approaches to enduring problems and a willingness to consider radical changes to the Army's approaches to sexual harassment/sexual assault (SH/SA), suicide, and racism/extremism.

4. Policy. Currently, commanders are required to appoint investigating officers who meet qualifications in chapter 2 of AR 15-6 to investigate formal complaints of sexual harassment. Effective immediately, commanders will select investigating officers from outside the subject's assigned brigade-sized element to conduct formal sexual harassment complaint investigations under AR 600-20, chapter 7.

5. Exceptions. Exceptions requiring appointment of an investigating officer from the same brigade-sized element as the subject will be approved in writing by the first general officer in command and included as an enclosure to the investigation. This approval authority may not be delegated.

AFPE-SHP

SUBJECT: Assignment of Investigating Officers for Formal Sexual Harassment  
Complaints

6. Ensuring investigations are conducted by an outside investigator will aid in building trust and confidence in the sexual harassment/assault response and prevention (SHARP) reporting system. Commanders should remain cognizant of processing timelines and other requirements established by AR 600-20.

7. For additional information, contact the FORSCOM SHARP Program Manager, Mr. Jeff Travers, [REDACTED] or e-mail [REDACTED]

GARRETT.MICHAEL L.XAVIER. [REDACTED] Digitally signed by GARRETT.MICHAEL.XAVIER. [REDACTED]

MICHAEL X. GARRETT  
General, USA  
Commanding