



SECRETARY OF THE ARMY
WASHINGTON

11 MAR 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2016-10 (Personnel Incentives for the Sexual Harassment/Assault Response Prevention Program)

1. References:

- a. Army Regulation (AR) 600-20 (Army Command Policy), 6 November 2014.
- b. AR 614-100 (Officer Assignment Policies, Details, and Transfers), 10 January 2006.
- c. AR 614-200 (Enlisted Assignments and Utilization Management), 26 February 2009, Including Rapid Action Revision No. 2 Issued 11 October 2011.
- d. AR 55-46 (Travel Overseas), 20 June 1994.

2. To highlight the importance of personnel serving in Sexual Harassment/Assault Response Prevention Program (SHARP) positions, the Army has developed incentive options for personnel serving as full-time military SHARP Program Managers (PMs), sexual assault response coordinators (SARCs), victim advocates (VAs), and trainers.

3. Eligible Soldiers who are full-time SHARP PMs, SARCs, VAs, and trainers may request assignment preference or stabilization, but not both.

a. Full-time SHARP PMs, SARCs, VAs, and trainers may request follow-on assignment to one of three location preferences after successfully completing a full 2-year tour in a SHARP position. To be eligible to participate, Soldiers must:

- request assignment preference to three locations with a valid Army requirement for their primary military occupational specialty (MOS) and grade.
- submit a DA Form 4187 (Personnel Action) through the first lieutenant colonel/O-5 commander in the Soldier's chain of command to their assignment manager at U.S. Army Human Resources Command.
- request assignment preference 12 months before the end of the 24-month duty for continental United States (CONUS) tours.

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- request assignment preference 12 months before the end of the 24-month duty or the date eligible for return from overseas (DEROS), whichever occurs first for outside continental United States (OCONUS) long tour areas.
- use the existing Homebase/Advance Assignment Program or request assignment preference no later than 9 months before the end of the 12-month duty or DEROS, whichever occurs first for OCONUS short tour areas.

If three locations with a valid Army requirement for the primary MOS are not available, the assignment manager will offer the Soldier three supportable requirements to choose from.

b. Full-time SHARP PMs, SARCs, VAs, and trainers may request stabilization at their current location for 12 months after successfully completing a full 2-year tour in a SHARP position. To be eligible to participate, Soldiers must:

- request stabilization in a valid Army requirement for their primary MOS and grade at the current location.
- submit a DA Form 4187 through the first lieutenant colonel/O-5 commander in the Soldier's chain of command to their assignment manager at Human Resources Command.
- request post-duty stabilization 12 months before the end of the 24-month duty for CONUS tours. Soldiers may request up to 12 months in the same location (no permanent change of station cost).
- request post-duty stabilization 12 months before the end of the 24-month duty or DEROS, whichever occurs first for OCONUS long tour areas. The period will not exceed 12 months stabilization in the same location (no permanent change of station cost). If post-duty stabilization exceeds the current DEROS, the Soldier must simultaneously submit a request for a voluntary extension of the foreign service tour.
- request post-duty stabilization 9 months before the end of the 12-month duty or DEROS, whichever occurs first for OCONUS short tour areas. The period will not exceed 12 months stabilization in the same location (no permanent change of station cost). If post-duty stabilization exceeds the current DEROS, the Soldier must simultaneously submit a request for a voluntary extension of the foreign service tour.

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Approved stabilizations will be coded with assignment eligibility and availability code "G" (Special Category Stabilization).

4. Although every effort will be made to accommodate requests for assignment preference or stabilization, the requests are not guaranteed and are subject to the Army's needs.

5. This directive is effective immediately and applies to the Active Army only. The Deputy Chief of Staff, G-1 is the proponent for this policy and will incorporate the provisions of this directive into AR 614-100 and 614-200 as soon as practical. This directive is rescinded upon publication of the revised regulations.



Patrick J. Murphy
Acting

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