

## What Is Available

### Training Products:

**Army Values Training.** This training package includes video case study exercises and facilitation guides for each of the Seven Army Values and are available online at <http://CAPE.ARMY.MIL>.

**Army Profession Virtual Training.** Interactive decision making simulators that include scenarios on sexual harassment, sexual assault, and hazing are available online at <http://CAPE.ARMY.MIL>.

**Sexual Harassment/Assault Response and Prevention (SHARP)** has developed training products for Army Professionals which can be found online at [www.preventsexualassault.army.mil](http://www.preventsexualassault.army.mil)

### Doctrine:

**ADRP 1: The Army Profession.** Published in June 2013, it defines and describes the Army Profession and the Army Ethic. ADRP 1 identifies the two mutually supportive communities of practice of the Profession: the Profession of Arms and the Army Civilian Corps. It establishes the five essential characteristics of the Army Profession: Military Expertise, Honorable Service, Trust, Esprit de Corps, and Stewardship of the Profession. ADRP 1 also defines membership and certification of Army Professionals in Competence, Character, and Commitment. It is available online at <http://CAPE.ARMY.MIL>

To read more about what our leaders say about hazing:  
[www.us.army.mil/suite/doc/34609233](http://www.us.army.mil/suite/doc/34609233)

Your organization leadership, Chaplains, and SHARP advisors are duty-bound to listen and provide assistance if you need personal guidance or want to help a fellow Professional. Additional information and resources are available at the following websites:

[www.preventsexualassault.army.mil](http://www.preventsexualassault.army.mil)  
<http://cape.army.mil>  
<http://csf2.army.mil>  
[www.armyg1.army.mil/hr/armyvalues.asp](http://www.armyg1.army.mil/hr/armyvalues.asp)  
[www.army.mil/values](http://www.army.mil/values)  
[www.armydiversity.army.mil](http://www.armydiversity.army.mil)



# TRUST and RESPECT

## Serving as an Army Professional

OCTOBER 2013



# AMERICA'S ARMY OUR PROFESSION

<http://CAPE.ARMY.MIL>



## Who We Are

The Army is an honorable Profession founded on a bedrock of Trust—trust between Soldiers; trust between Soldiers and leaders; trust between Soldiers and Army Civilians; trust between Soldiers, their Families, and the Army; and trust between the Army and the American people. To sustain this Trust, the Army Profession is committed to an ethos of Honorable Service built on core, moral beliefs that are expressed in our Constitutional Oaths; in our Army Values; our Soldier, NCO and Civilian Creeds; and the Warrior Ethos. These beliefs are central to our identity as Army Professionals. They guide our decisions and actions as we perform our duties and continuously develop in Competence, Character, and Commitment.

All members of the Army Profession are our comrades and, as the Warrior Ethos states, **"I will never leave a fallen comrade."** Acts of sexual harassment, sexual assault, and hazing are corrosive to our culture, breaking the bonds of trust that are essential to our Profession. These acts destroy morale, create a loss of commitment, and diminish the overall effectiveness of our formations.



## What Our Leaders Say



*"We are reinforcing the professional ethics centered around trust and respect in order to establish a climate where sexual harassment, sexual assault, and hazing will not be tolerated. This misconduct is inconsistent with the core values of our profession. Accountability will be enforced at all levels."*

**GEN Raymond T. Odierno**  
Army Chief of Staff-Feb 17, 2012

*"Hazing has no place in our Army. The vast majority of our Soldiers and leaders are doing the right thing. I need your help changing the mindset of the few who violate the rights and dignity of our Soldiers, Family members, and DA Civilians."*

**SMA Raymond F. Chandler**  
Sergeant Major of the Army-Mar 22, 2012



## Who We Are Not

**Army Professionals do not engage in or tolerate acts of misconduct or unethical decisions.** Actions such as sexual harassment, sexual assault, and hazing are dishonorable and contrary to the Army Values and the Army's Professional Ethos and destroy Esprit de Corps. One incident is one too many.

**Sexual Harassment** is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

**Sexual Assault** Sexual Assault is a crime. Sexual assault is defined as intentional sexual contact, characterized by use of force, threats, intimidation or abuse of authority, or when the victim does not or cannot consent.

Sexual assault includes rape, forcible sodomy (oral or anal sex), and other unwanted sexual contact that is aggravated, abusive, or wrongful (including unwanted and inappropriate sexual contact) or attempts to commit these acts.

**Hazing** is defined as any conduct whereby one military member or employee, regardless of Service or rank, unnecessarily causes another military member or employee, regardless of Service or rank, to suffer or be exposed to an activity that is cruel, abusive, oppressive, or harmful.

See AR-600-20 for complete definitions for sexual harassment, sexual assault, and hazing.

## How We Conduct Ourselves

**Army Professionals** are responsible for developing and maintaining moral character and competence, on and off duty, while following their commitment to work that is more than a job; it is a calling to serve in the defense of the Nation. Army Professionals develop through education, training, and experience, adhere to the highest ethical standards, and are stewards of the Army Profession. As stewards of this honorable profession, all Army Professionals must conduct themselves and hold each other accountable in a manner consistent with the Army Ethic and worthy of their professional status.

**Army Professionals** treat each other with dignity and respect; treating others as they should be treated. They build Trust within the Profession and with the Nation through Honorable Service. Trust is belief and confidence in the Competence, Character, and Commitment of Army Professionals to ethically and efficiently accomplish the mission.

## What We Are Doing

The Army is taking steps to ensure Army Professionals respect each other by:

- Raising awareness of the corrosive effects of these acts.
- Improving training and education to increase understanding of the Army Ethic. All Army Professionals are required to complete training in accordance with AR 350-1.
- Continuing efforts to enhance the Army Leader Development Program including emphasis on coaching, counseling, and mentoring.
- Renewing our commitment to the highest standards and discipline throughout The Profession.