

ARMY EO/SHARP BOARD PRACTICE TEST (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. How many days does a Soldier have to file a formal complaint after the alleged incident?**
 - A. 45 calendar days
 - B. 60 calendar days
 - C. 90 calendar days
 - D. 30 calendar days
- 2. What is the significance of the EO training program for leaders?**
 - A. It allows leaders to enforce rules strictly
 - B. It equips leaders to foster and maintain a respectful work environment
 - C. It is a formality without real impact
 - D. It focuses solely on legal compliance
- 3. In what way does the Army address bullying?**
 - A. By promoting a culture of silence
 - B. By recognizing it as a form of discrimination
 - C. By ignoring claims unless severe
 - D. By encouraging competition among personnel
- 4. In the context of the Army, what does 'restricted reporting' allow victims to do?**
 - A. Remain anonymous while getting help
 - B. Only access medical care
 - C. Report the assault publicly
 - D. Receive compensation for damages
- 5. Can a Soldier approach a separate agency to make an EO complaint instead of going through their unit?**
 - A. No
 - B. Yes
 - C. Only with approval from their unit
 - D. Only if they are on leave

- 6. What should be included in the investigation of an EO complaint?**
- A. Only first-hand accounts
 - B. A variety of evidence, including witness statements
 - C. Only the accused's statements
 - D. Anonymous surveys
- 7. What is a primary focus of the Army's EO program?**
- A. Monitoring compliance with regulations
 - B. Promoting equal treatment for all personnel
 - C. Punitive measures for offenders
 - D. Providing benefits to specific groups
- 8. How is "sexual contact" defined according to Army policy?**
- A. Inappropriate language used in the workplace
 - B. Intentional touching of the private body parts of another person for sexual gratification
 - C. Sharing personal feelings with colleagues
 - D. Consensual relationships between Soldiers
- 9. Which of the following can leaders do to promote EO in their units?**
- A. Encourage competition among personnel
 - B. Implement stricter punishment for all
 - C. Foster an inclusive culture and provide training
 - D. Isolate personnel from outside influences
- 10. How often must the climate survey be conducted after the initial assessment by a new commander?**
- A. Every month
 - B. Annually
 - C. Quarterly
 - D. Bi-annually

Answers

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1. B
2. B
3. B
4. A
5. B
6. B
7. B
8. B
9. C
10. B

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Explanations

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1. How many days does a Soldier have to file a formal complaint after the alleged incident?

- A. 45 calendar days
- B. 60 calendar days**
- C. 90 calendar days
- D. 30 calendar days

A Soldier has 60 calendar days to file a formal complaint after the alleged incident. This timeframe is established under Army Regulation 600-20, which outlines the process for addressing Equal Opportunity (EO) and Sexual Harassment/Assault Response and Prevention (SHARP) matters. The 60-day period is critical because it allows soldiers to process the event and gather any necessary documentation or witnesses that can support their claims. Filing within this timeframe ensures that the complaint is lodged while the incident details remain fresh, which is essential for a thorough investigation. Timely reporting also helps maintain a healthy command climate by addressing inappropriate behaviors quickly and effectively.

2. What is the significance of the EO training program for leaders?

- A. It allows leaders to enforce rules strictly
- B. It equips leaders to foster and maintain a respectful work environment**
- C. It is a formality without real impact
- D. It focuses solely on legal compliance

The significance of the EO training program for leaders primarily lies in its aim to equip them with the skills and knowledge necessary to foster and maintain a respectful work environment. This training goes beyond merely understanding regulations or compliance; it emphasizes the importance of creating a culture that values diversity and inclusion within the organization. Effective leadership in this context involves promoting mutual respect among team members, addressing issues of discrimination and harassment proactively, and understanding how to support those who may be affected by such behaviors. By doing so, leaders can help create an atmosphere where all personnel feel valued and are encouraged to perform at their best, ultimately enhancing unit cohesion and overall effectiveness. While other options may touch on aspects of enforcement or compliance, they do not fully capture the broader role and impact of EO training, which is fundamentally about leadership influencing culture and promoting an environment where everyone can succeed.

3. In what way does the Army address bullying?

- A. By promoting a culture of silence
- B. By recognizing it as a form of discrimination**
- C. By ignoring claims unless severe
- D. By encouraging competition among personnel

The Army addresses bullying by recognizing it as a form of discrimination. This acknowledgment is crucial because it frames bullying not just as an individual issue but as a systemic problem that can negatively affect the morale and cohesion of units. Understanding bullying in this context allows the Army to implement policies and training that promote a respectful and inclusive environment. By recognizing the harmful impact of bullying, the Army can take appropriate action to address and prevent it, reinforcing the values of dignity and respect for all personnel. This approach aligns with the Army's broader commitment to equal opportunity and harassment prevention, as it highlights the importance of respect and support among soldiers. Recognizing bullying as a discriminatory behavior ensures that it is treated seriously, and victims are encouraged to report incidents, fostering a culture of accountability rather than silence.

4. In the context of the Army, what does 'restricted reporting' allow victims to do?

- A. Remain anonymous while getting help**
- B. Only access medical care
- C. Report the assault publicly
- D. Receive compensation for damages

'Restricted reporting' is a confidential process designed for victims of sexual assault within the Army to seek help and support without initiating a formal investigation or having their report made public. This option emphasizes the importance of anonymity for victims, allowing them to access necessary resources such as medical care, counseling, and support services while maintaining control over the details of their situation. This approach aids in creating a safe space for victims to come forward without fear of further trauma that may arise from public disclosure or legal proceedings. It's particularly crucial in encouraging individuals to seek help, as many victims may feel reluctant to report an incident if they fear it will lead to public exposure or repercussions. Thus, this supportive mechanism ensures that victims can receive immediate assistance while contemplating their options for further action later if they choose to do so.

5. Can a Soldier approach a separate agency to make an EO complaint instead of going through their unit?

- A. No
- B. Yes**
- C. Only with approval from their unit
- D. Only if they are on leave

Soldiers have the right to approach an external agency to make an Equal Opportunity (EO) complaint, without needing to go through their unit first. This provision is in place to ensure that Soldiers can seek assistance in a manner they find most comfortable and to protect them from potential retaliation or lack of support within their own unit. Independent organizations, such as the Department of Defense's Equal Opportunity program or the Department of the Army's EO offices, are available to address complaints and ensure fairness in handling issues related to discrimination or harassment. This process helps reinforce the Army's commitment to fostering a climate free from discrimination and ensuring all Soldiers are treated fairly.

6. What should be included in the investigation of an EO complaint?

- A. Only first-hand accounts
- B. A variety of evidence, including witness statements**
- C. Only the accused's statements
- D. Anonymous surveys

Including a variety of evidence, such as witness statements, is essential in the investigation of an Equal Opportunity (EO) complaint. This approach ensures a comprehensive understanding of the situation by capturing different perspectives and experiences related to the complaint. Multiple pieces of evidence help verify claims, establish patterns, and provide a clearer context for the alleged incident. Relying solely on first-hand accounts, only the accused's statements, or anonymous surveys would limit the scope of the investigation. First-hand accounts alone might not provide a complete picture, as they may lack corroboration from others involved or witness perspectives. Focusing only on the accused's statements ignores the potential impact and validity of the complainant's experiences. Using anonymous surveys could miss critical details and specific incidents that are necessary for a thorough investigation. Therefore, a comprehensive approach that includes multiple sources of evidence is crucial for a fair and accurate resolution of EO complaints.

7. What is a primary focus of the Army's EO program?

- A. Monitoring compliance with regulations
- B. Promoting equal treatment for all personnel**
- C. Punitive measures for offenders
- D. Providing benefits to specific groups

The primary focus of the Army's Equal Opportunity (EO) program is to promote equal treatment for all personnel. This involves ensuring that every service member, regardless of their race, color, religion, gender, or national origin, has the opportunity to contribute to their fullest potential in a supportive and inclusive environment. The emphasis is on creating a workplace atmosphere where diversity is respected and valued, fostering a culture of fairness and equality. The core mission of the EO program is to eliminate discrimination and harassment, thereby enhancing unit cohesion and mission readiness. By prioritizing equal treatment, the program seeks to empower individuals and prevent any form of prejudice that might hinder the effectiveness of the Army. Consequently, promoting equal treatment aligns directly with the Army's values and its commitment to uphold the dignity of every soldier.

8. How is "sexual contact" defined according to Army policy?

- A. Inappropriate language used in the workplace
- B. Intentional touching of the private body parts of another person for sexual gratification**
- C. Sharing personal feelings with colleagues
- D. Consensual relationships between Soldiers

The definition of "sexual contact" according to Army policy is centered on intentional physical interactions that have a sexual context. This means that the act involves deliberately touching another person's private body parts with the intent or purpose of sexual gratification. This definition highlights the seriousness of such actions, as they can violate Army policies related to harassment and misconduct. The focus on intent and the specificity of touching private body parts emphasize the need for a clear understanding of boundaries in professional and personal interactions within the Army. Such definitions are crucial for maintaining a respectful and safe environment for all personnel. The other options address different behaviors that do not fit the legal definitions or parameters of sexual contact. Inappropriate language, sharing feelings, and consensual relationships may involve various dynamics but do not constitute the physical act classified as sexual contact under Army regulations. Understanding these distinctions is essential for interpreting Army policies effectively.

9. Which of the following can leaders do to promote EO in their units?

- A. Encourage competition among personnel
- B. Implement stricter punishment for all
- C. Foster an inclusive culture and provide training**
- D. Isolate personnel from outside influences

Fostering an inclusive culture and providing training are essential actions that leaders can take to promote Equal Opportunity (EO) within their units. An inclusive culture ensures that all personnel feel valued, respected, and able to contribute to the team without fear of discrimination or harassment. By implementing training programs, leaders enhance awareness and understanding of diversity and inclusion, equipping soldiers with the knowledge and skills needed to recognize and address issues related to EO. This approach not only helps to create a positive work environment but also empowers individuals to speak up against discrimination or inequities, thus reinforcing the organization's commitment to EO principles. Training programs can cover topics such as unconscious bias, the importance of diversity, and how to support colleagues, all of which contribute to a more cohesive and supportive unit. In contrast, options like encouraging competition or implementing stricter punishments may foster divisiveness or resentment among personnel, while isolating individuals from outside influences can create an unhealthy environment that stifles communication and the sharing of ideas. These actions do not contribute positively to the promotion of EO within a unit.

10. How often must the climate survey be conducted after the initial assessment by a new commander?

- A. Every month
- B. Annually**
- C. Quarterly
- D. Bi-annually

The climate survey is a crucial tool utilized by commanders to assess the morale, cohesion, and overall environment within their unit following their initial assessment. Conducting the climate survey annually after the initial assessment allows for timely feedback on the effectiveness of the unit's climate initiatives and helps in addressing any potential issues that may arise. This annual frequency ensures that commanders can have up-to-date insights into the perceptions and experiences of their soldiers, enabling them to implement necessary changes or improvements in a proactive manner. Regular feedback helps create a culture of trust and openness, essential for fostering an effective and inclusive environment.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://armyeosharpboard.examzify.com>

We wish you the very best on your exam journey. You've got this!

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