



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST ARMORED DIVISION AND FORT BLISS
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AFBL-CG

AUG 21 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #3, Treatment of Persons (Hazing and Bullying)

1. Reference Army Regulation 600-20 (Army Command Policy), 6 November 2014.

2. Purpose: To prevent incidents of bullying and hazing and promote the fair and equitable treatment of all persons. This policy applies to all Soldiers, Families and Civilians assigned to or under the operational control of 1st Armored Division.

3. Policy: It is the 1st Armored Division policy that everyone is expected to treat all persons with dignity and respect. Soldiers who violate this policy may be subject to punishment under UCMJ.

a. Hazing is any conduct whereby a Servicemember or members recklessly or intentionally cause a Servicemember to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Hazing need not involve physical contact; it can be verbal or psychological in nature and may be accomplished through written or phone messages, text messages, email, social media, or any other virtual or electronic medium. Without outside intervention, hazing conduct typically stops at an identified end-point.

b. Bullying is any conduct whereby a Servicemember or members intends to exclude or reject another Servicemember through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior which results in diminishing the other Servicemember's dignity, position, or status. Bullying tactics include, making threats, spreading rumors, social isolation, and attacking someone physically, verbally or through the use of electronic media. Absent outside intervention, bullying will typically continue without any identifiable end-point.

c. Hazing, bullying, and other behaviors that undermine dignity and respect are prohibited. Everyone maintains the right to work and live in an environment free of hostility. The physical or mental injury caused by hazing and bullying damages unit readiness of the force. It further destroys trust and cohesion among Soldiers and Civilians. Commanders are responsible for protecting complainants of hazing or bullying from reprisal or retaliation.

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d. Victims of bullying, hazing, and maltreatment are encouraged to report incidents to their chain of command and/or appropriate Inspector General's (IG) office. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing or bullying allegations that are reported to a commander will be properly investigated.

e. Every commander, director, and supervisor will set the appropriate example with regard to the prevention of bullying or hazing and will take proper action to create and sustain an environment that promotes dignity, respect, teamwork, and trust.

4. This policy is effective until it is rescinded.



ROBERT P. WHITE
Major General, USA
Commanding