



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST ARMORED DIVISION AND FORT BLISS
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FORT BLISS, TEXAS 79918-6818

AFBL-CG

31 October 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #3, Hazing and Bullying

1. References.

- A. Army Regulation 600-20, Army Command Policy, 6 November 2014.
- B. Army Regulation 600-100, Army Leadership, 8 March 2007.
- C. UCMJ, Article 93, Cruelty and Maltreatment.

2. Adherence to the professional Army ethic and its support of individual values creates an environment conducive to personal and professional growth. Hazing and bullying are fundamentally in opposition to our values and are prohibited. Hazing and bullying undermines mission performance and creates an environment that impairs morale and interferes with the work productivity of its victims and their co-workers. Anyone who is subject to such acts by supervisors, co-workers, or subordinates should make it clear that such behavior is inappropriate and unwelcomed and immediately report the incident to the chain of command or through other appropriate channels. Military personnel, Family members, and DOD civilians maintain the right to present their complaints to the command without fear of intimidation, reprisal, or harassment.

3. Definition. Hazing and bullying are defined as any conduct whereby one military member or employee, regardless of service or rank, unnecessarily causes another military member or employee, to suffer or be exposed to an activity that is cruel, abusive, oppressive, or harmful. Allegations of harassment and maltreatment of Soldiers not of a sexual nature, includes verbal abuse and hazing.

4. Examples of hazing and bullying include, but are not limited to, any form of initiation "rite of passage" or congratulatory act involving: Physically striking another in order to inflict pain; piercing another's skin in any manner; forcing or requiring the consumption of excessive amounts of food, alcohol, drugs, or other substances; or encouraging another to engage in illegal, harmful, demeaning or dangerous acts. Soliciting or coercing another to participate in any such activity is also considered hazing or bullying. Hazing and bullying need not involve physical contact among or between military members or employees; incidents can be verbal or psychological in nature. Regardless of the intent behind such activities, they are ultimately destructive to unit cohesion and contrary to good order and discipline. Expressed or implied consent to hazing is not a defense to violation of this policy letter.

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5. When authorized by the chain of command and not necessarily cruel, abusive, oppressive, or harmful, the following activities do not constitute hazing or bullying: The physical and mental hardships associated with operations or operational training; Administrative corrective measures, including verbal reprimands and a reasonable number of repetitions of authorized physical exercises; Extra military instruction or training with the intent of improving Soldiers' performance; Physical training (PT) or remedial PT conducted with the intent to improve Soldiers' performance.

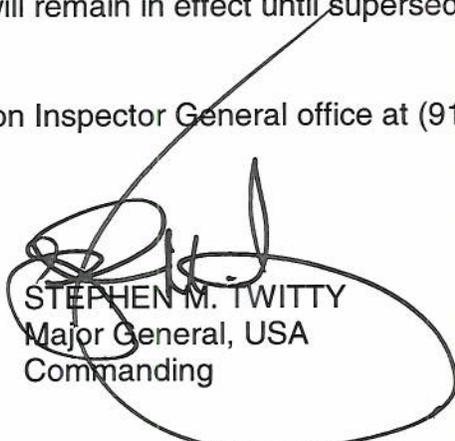
6. Scope. Hazing or bullying is not limited to superior-subordinate relationships. Incidents may occur between peers or even, under certain circumstances, may involve actions directed towards senior military personnel by those junior in rank or grade to them (for example, a training instructor hazing a student who is superior in rank). Hazing or bullying is prohibited in formal as well as day-to-day military settings, to include off-duty or "unofficial" celebrations or unit functions.

7. Command responsibilities. Every Soldiers and Civilian maintains the right to work and live in an environment free of hostility; therefore it is imperative that commanders and directors at all levels enforce this policy. All commanders and directors will ensure this policy is effectively communicated to every military member and Civilian employee under their command or supervision. Every member of the chain of command will ensure any complaints of hazing or bullying brought forward are protected from reprisal or retaliation. Commanders will take immediate action to conduct a thorough and fair investigation as well as take appropriate action if the complaints are founded.

8. Command options. This policy is punitive in nature. Soldiers who violate this policy are subject to adverse administrative action and/or punishment under the Uniform Code of Military Justice. Department of the Army Civilian employees who violate this policy are subject to disciplinary action. Commanders should seek the advice and counsel of their legal advisor when taking actions pursuant to this paragraph.

9. This command policy memorandum will remain in effect until superseded or rescinded.

10. POC for this policy letter is the Division Inspector General office at (915) 568-1241.



STEPHEN M. TWITTY
Major General, USA
Commanding