



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON ANSBACH
UNIT 28614
APO AE 09177

AMIM-ANG-ZA

21 June 2024

MEMORANDUM FOR All United States Army Garrison (USAG) Ansbach Community

SUBJECT: USAG Ansbach Command Policy Letter #4 - The Army Harassment Prevention and Response Program

1. References:

a. Department of Defense Instruction, 1020.03 (Harassment Prevention and Response in the Armed Forces), 8 February 2018

b. AR 600-20 (Army Command Policy), Revised 1 July 2021

c. AR 350-1 (Army Training and Leadership Development), 10 December 2017

2. Policy. This command is committed to preventing harassment (including hazing, bullying, discriminatory harassment, online misconduct, and other misconduct). The Army is a values-based organization where everyone is expected to do what is right by treating all persons as they should be treated—with dignity and respect. As such, subordinate commands will publish a policy consistent with this policy and the references in paragraph 1. Failure to abide by this policy may be punished as a violation of Uniform Code of Military Justice (UCMJ) Article 92, or other adverse personnel action may be taken.

3. Responsibilities. Commanders will enforce the Army's anti-harassment policy and reinforce a climate where current and future Army personnel understand harassment erodes mission readiness by diminishing dignity and respect, and negatively impacts morale. Commanders will also hold leaders at all levels accountable for fostering a climate of inclusion that supports diversity, is free from harassment and does not tolerate retaliation for reporting harassment. Commanders will conduct harassment training in combination with Military Equal Opportunity training annually and post their anti-harassment policies unit areas.

4. Definitions.

a. Hazing: A form of harassment that includes conduct through which Soldiers or Department of Army Civilian (DAC) employees (who haze Soldiers), without a proper military authority or other governmental purpose but with a nexus to military service, physically or psychologically injures or creates a risk of physical or psychological injury to

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Soldiers for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DAC organization. Hazing can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

b. **Bullying:** A form of harassment that includes acts of aggression by Soldiers or DAC employees, with a nexus to military service, with the intent of harming a Soldier either physically or psychologically, without proper military authority or other governmental purpose. Bullying is the exposure of an individual or group to physical and/or emotional aggression with the intent to cause distress or harm. Bullying may involve the singling out of an individual from his or her coworkers, or unit, for ridicule because he or she is considered different or weak. It often is indirect or subtle in nature and involves an imbalance of power between the aggressor and the victim. Bullying can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

c. **Discriminatory Harassment:** A form of harassment that is unwelcome conduct based on race, color, religion, sex (including gender identity), national origin, or sexual orientation.

d. **Online Misconduct:** The use of electronic communication to inflict harm. Electronic communication is the transfer of information (signs, writing, images, sounds, or data) transmitted by computer, phone or other electronic device. Electronic communications include, but are not limited to: text messages, emails, chats, instant messaging, screensavers, blogs, social media sites, electronic device applications, and web/video conferencing. Examples of online misconduct include, but are not limited to: hazing, bullying, harassment, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermines dignity and respect. When using electronic communication devices, Army personnel should apply "Think, Type, and Post": "Think" about the message being communicated and who could potentially view it; "Type" a communication that is consistent with Army values; and "Post" only those messages that demonstrate dignity and respect for self and others.

e. **Other Misconduct:** Misconduct may or may not meet the definitions above for hazing or bullying, yet may violate the dignity and respect of others. Additionally, acts of reprisal or retaliation, as defined in Army Regulation (AR) 600-20, or other policy, regulation or law, and/or violations against persons as outlined in the UCMJ may violate the provisions of this paragraph. Harassment is prohibited in all circumstances and environments, including off-duty and "unofficial" unit functions and settings. Harassment is not limited to superior-subordinate relationships. They may occur between peers or, under certain circumstances, may involve actions directed toward senior personnel by those junior in rank, grade, or position to them. Incidents involving sexual assault, harassment, or discrimination must be addressed in accordance with the full display of laws, regulations, and policies pertaining to such allegations. In all cases, appropriate responding and investigative procedures will be followed.

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f. The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both. Harassment does not include properly directed command activities that serve a legitimate purpose, or the requisite training activities required to prepare for such activities.

g. Extremist Activities: Participation in extremist organizations and activities by Army personnel is inconsistent with the responsibilities of military service. It is the policy of the United States Army to provide Equal Opportunity (EO) and fair treatment for all Soldiers without regard to race, color, sex (including gender identity), national origin, religion, or sexual orientation. Enforcement of this policy is a responsibility of command, is vitally important to unit cohesion and morale, and is essential to the Army's ability to accomplish its mission. It is the commander's responsibility to maintain good order and discipline in the unit. Every commander has the inherent authority to take appropriate actions to accomplish this goal. Military personnel must reject participation in extremist organizations and activities. Extremist organizations and activities are ones that advocate:

(1) Racial, sex (including gender identity), sexual orientation, or ethnic hatred or intolerance.

(2) Creating or engaging in discrimination based on race, color, sex (including gender identity), national origin, religion, or sexual orientation.

(3) The use of force or violence or unlawful means to deprive individuals of their rights under the United States Constitution or the laws of the United States, or any State.

(4) Support for terrorist organizations or objectives.

(5) The use of unlawful violence or force to achieve goals that are political, religious, discriminatory, or ideological in nature.

(6) Expressing a duty to engage in violence against Department of Defense (DOD) or the United States in support of a terrorist or extremist cause.

(7) Support for persons or organizations that promote or threaten the unlawful use of force or violence or criminal activity.

(8) Encouraging military or civilian personnel to violate laws or disobey lawful orders or regulations for the purpose of disrupting military activities (subversion).

(9) Participating in activities advocating or teaching the overthrow of the U.S. Government by force or violence, or seeking to alter the form of government by unconstitutional means (sedition).

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5. Individual Responsibilities. Personnel should promptly report matters to the chain of command/supervision or their Military Equal Opportunity (MEO) professional if they experience or witness any incidents of harassment (hazing, bullying, discriminatory harassment, online misconduct, or other acts of misconduct). Personnel shall conduct themselves in accordance with this policy and treat all persons as they should be treated with dignity and respect. Intervene or prevent harassment, if safe to do so, such that incidents are addressed at the lowest possible level.

6. Reporting Misconduct. All complainants and victims will be protected from acts or threats of reprisal and/or retaliation. Personnel who have believe they have witnessed or experienced prohibited harassment should report the conduct to their commander/supervisor, the unit MEO professional, or law enforcement.

7. Army Heritage Month (AHM) celebrations occur annually in the month of June. These events serve to promote the Army Values, unit cohesion, teamwork, and esprit de corps and to foster a culture of equity and inclusion. All commanders will give personnel who desire to participate in AHM activities maximum opportunity to do so. If you would like further information about AHM or would like to participate in activities, contact your local MEO Office.

8. The 24-7 MEO hotline is at +49 (0)1611-143-587-1512. Additionally, Soldiers or Civilians who have been threatened concerning filing a complaint or preparing a protected communication must report the circumstances to the local Inspector General or DoD Inspector General Hotline 1-800-424-9098 or via email hotline@dodig.osd.mil.

9. The POC for any person seeking more information about EO or who desires to file a complaint may contact the USAG Ansbach MEO office at 0981-183-1512, or DSN 587-1512, or the EO 24/7 Hotline at 0162-270-9353, or their unit MEO professional.



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Commanding