



DEPARTMENT OF THE ARMY
U.S. ARMY MILITARY DISTRICT OF WASHINGTON
JOINT FORCE HEADQUARTERS-NATIONAL CAPITAL REGION
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01 01 2020

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter – Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment) – Memorandum #2

1. REFERENCE. Army Regulation 600-20 (Army Command Policy), 24 July 2020.
2. PURPOSE. To provide guidance to Joint Force Headquarters – National Capital Region (JFHQ-NCR) and U.S. Army Military District of Washington (USAMDW) personnel on the Army Harassment Prevention and Response Program.
3. APPLICABILITY. These procedures are applicable to all service members and civilian employees assigned to and/or under the operational control of JFHQ-NCR/USAMDW.
4. POLICY. JFHQNCR/MDW is an organization where everyone is required to treat all persons with dignity and respect. Harassment in any form is fundamentally in opposition to our values and is prohibited. Hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct undermine trust, violate our ethic, and negatively impact command climate and readiness. Harassment undermines mission performance and creates an environment that impairs morale and interferes with the work productivity of the entire organization.

a. Harassment:

(1) Hazing. A form of harassment that includes conduct through which Soldiers or DA Civilian 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 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 DA Civilian 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.

(2) Bullying. A form of harassment that includes acts of aggression by Soldiers or DA Civilian 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

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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.

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

(4) Other acts of 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 AR 600-20, paragraph 5-11 or other policy, regulation or law, and/or violations against persons as outlined in the UCMJ

(5) 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, service members 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 military values; and “Post” only those messages that demonstrate dignity and respect for self and others.

(6) 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.

5. All members of this command who experience or witness online misconduct will report the matter to the Chain of Command or Supervisor. Alternative avenues for reporting and information include: Family Support Services, Military Equal Opportunity (MEO), EEO Office (DA Civilians), Sexual Harassment/Assault Response and Prevention, and Army Law Enforcement.

6. Personnel who report incidents are protected from acts of threats, reprisal, and retaliation. Commanders will report allegations of criminal behavior of The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment) to law enforcement.

7. A training and awareness program coupled with appropriate disciplinary measures is key to the elimination of hazing and bullying. Commander(s) at all levels are responsible for ensuring all supervisors, Soldiers, DA Civilians, and Family members are aware of what constitutes

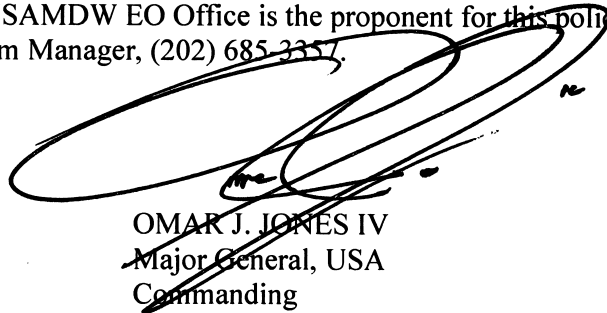
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hazing and bullying and the available avenues of redress. On at least an annual basis, commanders will conduct training to prevent hazing and bullying as part of the EO training requirements related to promoting a healthy unit climate.

8. Every member of this command must make it our priority to ensure everyone is treated with dignity and respect, on and off post. We must work together to eliminate actions and behaviors that undermine trust, violate our ethic, and negatively impact command climate and readiness. I expect all members of this command to continue reinforcing a climate that is consistent with the Army Values and where behaviors against this policy are prevented, reported, and where necessary addressed at the lowest possible level.

9. PROPONENT. The JFHQNCR/USAMDW EO Office is the proponent for this policy letter. The point of contact is the EO Program Manager, (202) 685-3357.



OMAR J. JONES IV
Major General, USA
Commanding

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