



DEPARTMENT OF THE ARMY
UNITE STATES ARMY GARRISON BENELUX
UNIT 21419
APO AE 09708-1419

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MEMORANDUM FOR ALL PERSONNEL ASSIGNED TO THE U.S. ARMY GARRISON
(USAG) BENELUX

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

1. The Army is a values-based organization in which everyone is expected to do what is right by treating all persons with dignity and respect. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited. Commanders, leaders, supervisors and all other members of the USAG Benelux Community must work together to prevent hazing and bullying.

2. Hazing. Any conduct whereby a member of the community (Service Member, Department of the Army civilian or Family member), regardless of service, rank, or position, and without proper authority, recklessly or intentionally causes another member of the community to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to participate in any such activity is also considered hazing. A form of harassment that includes conduct through which a member, without a proper military 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 another member 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 civilian organization. Hazing can be conducted through the use of electronic devices or communications, and by other means including social media, and in person.

3. Bullying.

a. Bullying is a pattern of aggressive, intentional or deliberately hostile behavior that occurs repeatedly and over time. Bullying behaviors normally fall into three categories, physical, emotional, and verbal. Actions may include but are not limited to: intimidation, assault; extortion; oral or written threats; teasing; putdowns; name-calling; threatening looks; gestures, or actions; rumors; false accusations, social isolation, and cyber-bullying.

b. Bullying can also be any conduct whereby a member of the community (Service

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Member, Department of the Army Civilian or Family member) intends to exclude or reject another member of the community through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other member's dignity, position, or status. A form of harassment that includes acts of aggression by a member of the community with a nexus to military service, with the intent of harming another member either physically or psychologically, without a proper military or other governmental purpose.

c. 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 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, and in person.

4. These forms of behavior will not be tolerated by any member (Service Member, Department of the Army Civilian or Family member) of Benelux Community (Chievres/ SHAPE, Brussels, Brunssum, Dulmen, Eyselshoven, and Zutendaal). All individuals will treat persons as they should be treated with dignity and respect. Commanders, leaders and supervisors at every level must ensure consistent enforcement of this policy, fair treatment of all personnel and impartial investigations.

a. Commanders will immediately report allegations of criminal behavior in violation of this policy and IAW AR 600-20 to law enforcement. All other hazing or bullying allegations that are reported to a commander will be investigated as possible violations of Article 92 of the UCMJ in accordance with the informal board procedures set forth in AR 15-6 or as a commander's inquiry. Commanders will publish and post written policy statements on treatment of persons. On at least an annual basis, commanders will conduct hazing and bullying training as part of the EO training requirements related to promoting a healthy unit climate.

b. Individuals are responsible for advising the command of any incidents of hazing or bullying. Members of the community should report hazing or bullying or other unacceptable behavior to their chain of command, commander, law enforcement, Equal Opportunity and Equal Employment Opportunity (EEO) office or the Inspector General.

c. Report of hazing, bullying, and other prohibited behaviors sent to the Inspector General may be investigated by the Inspector General's office or referred to the chain of command for investigation. Anyone who experiences hazing, bullying or other unlawful behaviors may call the IG office at DSN 314-423-2024, commercial line at +32-65-44-2024. Anyone who reports or makes an allegation of hazing, bullying or other behavior

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that undermines dignity and respect will be protected from acts or threats of reprisal.

d. Formal complaints of hazing, bullying, and other behaviors may be filed with the Equal Opportunity program office if the offensive behavior or unlawful discrimination is based on one of the following categories: race, color, sex, religions, sexual orientation, or national origin. If the complaint is not based on one of those categories, the subject may be referred to the Inspector General or chain of command. Regardless of the type of EO investigation conducted for an allegation, commanders are responsible for coordinating with their Equal Opportunity Advisor (EOA) to ensure the allegation is properly recorded in the Equal Opportunity Reporting System and tracked.

5. As commanders and leaders, we are all directly responsible for maintaining a climate free of discrimination, harassment, and intimidation. Such inappropriate behavior will not be practiced, condoned, or tolerated. Encourage personnel to use the chain of command, EO advisors, Equal Opportunity managers, chaplains, judge advocates, Inspector General, and other community resources to report and take action against inappropriate behavior.

6. For any questions regarding this memorandum please contact the USAG Benelux Equal Opportunity Advisor office at DSN 314-597-5772. This memorandum will be posted on unit bulletin boards to allow for maximum viewing by our Team Members. Commanders will ensure that their personnel are made aware of all policies regarding equal opportunity and reprisal.

JAMES R. YASTRZEMSKY
COL, AV
Commanding