



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

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APR 02 2024

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Command Policy Letter #3, Treatment of Persons (Hazing, Bullying, Discriminatory Harassment and Online Misconduct)**

**1. References:**

a. Army Regulation (AR) 600-20 (Army Command Policy), Chapter 4-19, The Army Harassment and Prevention Response Program, 24 July 2020.

b. Army Regulation (AR) 600-20 (Army Command Policy), Chapter 6, Military Equal Opportunity Policy and Program, 24 July 2020.

**2. Purpose:** To prevent incidents of bullying, hazing, discriminatory harassment, and online misconduct to promote the fair and equitable treatment of all persons. This policy applies to all Soldiers, Families, and Civilians assigned and/or attached to Fort Bliss.

**3. Policy:** It is the 1st Armored Division and Fort Bliss policy that everyone is expected to treat all persons with dignity and respect and to maintain an environment free from unlawful harassment. Harassment is prohibited in all circumstances and environments, including off-duty and "unofficial" unit functions and settings. Soldiers who violate this policy may be subject to punishment under the Uniform Code of Military Justice (UCMJ). Harassment includes hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct that violate the dignity and respect of others.

a. Hazing is a form of harassment that includes conduct through which Soldiers or Department of the Army Civilians (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 Department of the Army Civilian organization. Hazing need not involve physical contact; it can be verbal or psychological in nature and may be accomplished through written or voice messages, text messages, email, social media, or any other virtual or electronic medium. Hazing is evaluated by a reasonable person standard and includes, but is not limited to the following when performed without proper military authority or governmental purpose:

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(1) Any form or initiation or congratulatory act that involves physically striking, beating, paddling, whipping, or burning another person in any manner or threatening to do the same.

(2) Pressing any object into another person's skin regardless of whether it pierces the skin, such as pinning or tacking on of rank insignia, aviator wings, jump wings, diver insignias, badges, medals, or any other object.

(3) Oral or written berating or another person with the purpose of belittling or humiliating.

(4) Encouraging another person to engage in illegal, harmful, demeaning or dangerous acts.

(5) Playing abusive or malicious tricks.

(6) Excessive physical exercise.

(7) Confinement to restricted areas; isolation or sleep-deprivation.

(8) Immersion in noxious substances.

(9) Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person.

(10) Subjecting another person to excessive or abusive use of water.

(11) Forcing another person to consume food, alcohol, drugs, or any other substance.

(12) Soliciting, coercing, or knowingly permitting another to participate, solicit or coerce such conduct, may be considered hazing. Soldiers will be held responsible for an act of hazing even if there was actual or implied consent from the victim, without regard to Service, rank status, or position of the victim.

b. Bullying is harassment that includes acts of aggression by Soldiers or Army 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 is often indirect or subtle in nature and involves an imbalance of power between the aggressor and the victim. Bullying is evaluated by a reasonable person standard and includes but it not limited to the following when performed without a proper military authority or governmental purpose:

- (1) Physically striking another person in any manner or threatening to do the same.
- (2) Intimidating, teasing, name calling, mockery, threats of violence, harassment, taunting, social exclusion, isolating, manipulating, blackmailing, and spreading rumors in which there is often a power differential, whether by rank, position, physical stature, social standing, or other measures, between the aggressor (one or more) and the victim (one or more).
- (3) Oral or written berating of another person with the purpose of belittling or humiliating.
- (4) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts.
- (5) Playing abusive or malicious tricks.
- (6) Branding, handcuffing, duct taping, tattooing, shaving, greasing, painting, hitting, spitting, shoving another person.
- (7) Subjecting another person to excessive or abusive use of water.
- (8) Forcing another person to consume food, alcohol, drugs, or any other substance.
- (9) Degrading or damaging another's property or reputation.
- (10) Soliciting, coercing or knowingly permitting another to participate, solicit or coerce such conduct, may be considered bullying. Soldiers will be held responsible for an act of bullying even if there was actual or implied consent from the victim, without regard to the Service, rank status, or position of the victim.

c. Discrimination occurs when someone, or a group of people, is harassed, intimidated, insulted, humiliated, or is treated less favorably than another person or group, because of their race, color, sex (to include gender identity), national origin, religion, or sexual orientation. It includes use of disparaging terms with respect to a person's race, color, sex (to include gender identity), national origin, religion or sexual orientation which constitutes a hostile working environment. Discriminatory harassment is a form of harassment that is unwelcome conduct based on race, color, religion, sex (including gender identity and pregnancy), national origin, or sexual orientation.

d. Online misconduct is the use of electronic communication to inflict harm. Examples include, but are not limited to: harassment, bullying, hazing, stalking, discrimination, retaliation, or any other types of misconduct that undermine dignity and respect. This covers all electronic communication through the transfer of information (signs, writing, images, sounds, or data) transmitted by computer, phone, or other

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electronic device. Electronic communications include, but are not limited to: text messages, emails, instant messaging, screensavers, blogs, social media sites, electronic device applications, and web/video conferencing. Army personnel should apply the "Think, Type, and Post" framework when using electronic communications devices. "Think" about the message being communicated and who can 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 that may not directly meet the definitions for hazing or bullying, yet nonetheless violates the dignity and respect of others, is also prohibited. Everyone maintains the right to work and live in an environment free of hostility and unlawful discrimination. The physical or mental injury caused by hazing, bullying, discriminatory harassment, and online misconduct degrades unit readiness. It further destroys trust and cohesion among Soldiers and Civilians.

f. The "reasonable person standard" is an objective test used to determine if behavior constitutes unlawful discrimination or harassment. The standard considers what a reasonable person's reaction would have been under similar circumstances and in a similar environment. The reasonable person standard considers the recipient's perspective and not stereotyped notions of acceptable behavior. For example, a work environment in which racial slurs, the display of racial material or other offensive racial behavior abound can constitute discrimination even if other people might deem it to be harmless or insignificant.

g. Victims of harassment and unlawful discrimination are encouraged to report incidents to their chain of command, appropriate Inspector General (IG) office and/or the Fort Bliss Military Equal Opportunity (MEO) Office. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to appropriate military law enforcement. All allegations of harassment or unlawful discrimination reported to a commander will be properly investigated at an appropriate level. Commanders will provide unit Equal Opportunity Advisors (EOAs) with required case details to update and track case information with the Office for Diversity, Equality and Inclusion (ODEI) Tracker.

h. Every commander, director, and supervisor will set the appropriate example regarding the prevention of bullying, hazing, online misconduct, harassment and unlawful discrimination and will take proper action to create and sustain environments that promotes dignity, respect, teamwork, and trust. Commanders are responsible for protecting complainants of hazing, bullying, online misconduct, and unlawful discrimination from acts or threats of reprisal and/or retaliation.

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4. This policy supersedes any previous memorandum on this subject and is effective until it is superseded or rescinded.



JAMES P. ISENHOWER III  
Major General, USA  
Commanding

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