



THE DEPARTMENT OF THE ARMY  
HEADQUARTERS, TASK FORCE IRON  
BUILDING 8  
BOLESŁAWEIC, POLAND

AFBL-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter # 3 Military Equal Opportunity (MEO), The Army Harassment and Response Program (Hazing, Bullying, Discriminatory Harassment, Online Misconduct and Other Misconduct)

1. Reference: Army Regulation 600-20, Army Command Policy, 06 February 2025.
2. Applicability: This policy applies to all Soldiers including active and assigned, attached or under operational control to Task Force Iron, and Tenant Units' activities, regardless of location, as well as their Family Members. It applies both on and off post, and during duty and non-duty hours. Soldiers who violate this policy may be subject to punishment under the UCMJ.
3. Purpose: To prevent incidents of hazing bullying, discriminatory harassment, online misconduct, and other misconduct to promote the fair and equitable treatment of all persons.
4. Policy:
  - a. My commitment to the MEO Program is unwavering. The strength of our lies in each one of our Troopers, and DA Civilians. It is my solemn duty to ensure that every member of our team, the Iron Soldiers, feel valued, respected, and empowered to serve without fear of discrimination based on race, color, religion, national origin, sex, or sexual orientation and harassment. We must foster an environment where everyone can contribute their unique perspectives and talents, enhancing our operational readiness and unit cohesion.
  - b. **Hazing** is a form of harassment that includes conduct through which Soldiers or DA Civilian employees (who haze Soldiers), without a proper military authority to other governmental purpose but with a nexus to military service, physically or psychologically injuries 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 and in person.
  - c. **Bullying** is 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

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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 to be 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.

d. **Discrimination** is the act, policy, or procedure that arbitrarily denies MEO or EEO because of race, color, sex, national origin, religion, or sexual orientation to an individual, or groups of individuals.

e. **Discriminatory harassment** is any unwelcome conduct based on race color, religion, sex (including pregnancy), national origin, or sexual orientation.

f. **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 undermines dignity and respect. This covers all electronic communication through the transfer of information (signs, writings, images, sounds, or data) transmitted by computer, phone, or other electronic devices. Electronic communications include but are not limited to texts messages, emails, chats, instant messaging, screensavers, blogs, social media sites, electronic device applications, and web/videos conferencing.

g. **Other misconduct** is any misconduct that may or may not meet the definitions of hazing or bullying yet, may violate the dignity and respect of others.

5. Hazing, bullying, discriminatory harassment, online misconduct, and other misconduct that undermines dignity and respect are prohibited. Everyone maintains the right to work and live in an environment free from hostility. The physical or mental injury caused by hazing, bullying, discriminatory harassment and online misconduct damages the unit readiness of the force. It further destroys trust and cohesion among Soldiers and Civilians. Commanders are responsible for protecting complainants of hazing, bullying, discriminatory harassment, online misconduct, and other misconduct from reprisal or retaliation.

6. Victims of hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct are encouraged to report incidents to their chain of command, Military Equal Opportunity Advisors/Leaders, and/or law enforcement. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing, bullying, and online misconduct allegations reported to a commander will be investigated appropriately. Commanders will also provide Military Equal Opportunity Advisors with required case details to update and track case information within the MEO database.

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7. Every commander, director, and supervisor will lead by example and do what is right to prevent hazing, bullying, discriminatory harassment, online misconduct, and other misconduct. Commanders will take proper action to create and sustain an environment that promotes dignity, respect, teamwork, and trust.

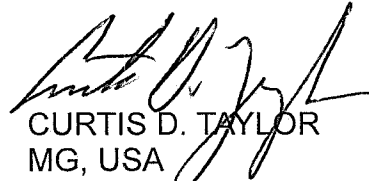
8. Commanders at echelon will complete a command climate action plan and executive summary within 30 days of receipt of their Defense Organizational Climate Survey (DEOCS) results.

a) Action plans will be briefed within 30 days to the next higher level commander and results sent to the servicing MEOA (Brigade level or higher).

b) For any SHARP – related climate factors that result in less than a 70% favorability rating, unit commander will employ neutral parties to facilitate focus group discussions within their units to identify the causes. Facilitators should be SHARP – trained professionals with current DoD Sexual Assault Advocate Certification Program credentials. If necessary, commanders will take additional appropriate action. These actions will be specifically annotated in the action plan.

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

10. The point of contact for this memorandum is the TF Iron MEO Office at (915) 996-8540 or (915) 204-2414 or email: [usarmy.ft.bliss.1ad.mbx.1ad-meo@army.mil](mailto:usarmy.ft.bliss.1ad.mbx.1ad-meo@army.mil).

  
CURTIS D. TAYLOR  
MG, USA  
Commanding

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