



DEPARTMENT OF THE ARMY
HEADQUARTERS, 4TH INFANTRY DIVISION AND FORT CARSON
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AFYB-CG

OCT 07 2025

MEMORANDUM FOR RECORD

SUBJECT: Policy Letter #12 – Army Harassment Prevention and Response Program (Hazing, Bullying, Discriminatory Harassment and Online Misconduct)

1. Purpose: To prevent incidents of hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct to promote the fair treatment of all persons.
2. Reference: Army Regulation (AR) 600-20 (Army Command Policy), 6 February 2025.
3. Applicability: This policy applies to all Soldiers including active or reserve, Delayed Entry Program, and cadets, assigned or attached to 4th Infantry Division and Fort Carson, to include Soldiers performing duties in units or activities assigned, attached, stationed, based, or otherwise located on the Fort Carson. This policy further applies to Soldiers physically present within the limits of the Fort Carson. All service members assigned to, attached to, or performing duties in units or activities over whom the Commander, 4th Infantry Division, exercises Senior Commander (SC) authority are also subject to this policy. This policy applies both on- and off-post, during duty and non-duty hours and applies to working, living, and recreational environments (including on- and off-post housing).
4. Policy: 4th Infantry Division policy requires that everyone treat all persons with dignity and respect. Soldiers who violate this policy may be subject to punishment under the Uniform Code of Military Justice (UCMJ). We are members of the profession of arms and are bound by the same professional ethic. I expect all Soldiers to treat one another with professional courtesy, in line with the READY philosophy. Simply put, treat others with dignity and respect.
 - a. We are committed to the prevention of hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct. The Army Values define our character as service members. Hazing, bullying, discriminatory harassment and other behaviors that undermine dignity and respect have no place in the military and will not be tolerated. For all service members, I explicitly forbid all acts of hazing, bullying, discriminatory harassment or online misconduct as defined below and in AR 600-20.
 - b. Without fear of reprisal, individuals subjected to or aware of hazing, bullying, discriminatory harassment, and/or online misconduct should report such actions to their commander, the unit Military Equal Opportunity Professional (MEOP), law enforcement, or the Inspector General (IG). These reports are to be considered protected communications and will be protected from acts or threats of reprisal.

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c. Hazing is 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 and/or admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DA Civilian organization. Examples of hazing include but are not limited to: pressing an object into another person's skin; oral or written berating with the purpose of belittling or humiliating; and excessive physical exercise. Hazing can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

d. Bullying is a form of harassment that includes acts of aggression by Soldiers or DA Civilian employees, 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. It is often indirect or subtle in nature and involves an imbalance of power between the aggressor and the victim. Bullying can also be conducted through the use of electronic devices or communications, as well as in person.

e. Discriminatory Harassment is a form of harassment that is unwelcome conduct based on race, color, religion, sex (including pregnancy), national origin, or sexual orientation.

f. Other acts of misconduct may not meet the definitions above for hazing or bullying, yet may violate the dignity and respect of others. These include acts of reprisal or retaliation.

g. Online misconduct is the use of electronic communication to inflict harm. Examples of online misconduct include, but are not limited to the use of text messages, emails, chats, instant messaging, screensavers, bios, social media sites, electronic device applications, and Web/video conferencing to haze, bully, sexually harass, discriminatory harass, stalk, retaliate, or perform any other types of misconduct that undermines the dignity and respect of another person(s).

h. Victims of hazing, bullying, discriminatory harassment, online misconduct, and maltreatment are encouraged to report incidents to their chain of command, unit Military Equal Opportunity (MEO) professional, or law enforcement. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. Commanders will ensure that all reported allegations are properly investigated. Commanders will also provide unit MEO professionals with required

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details to update and track case information. Commanders are responsible for protecting complainants from reprisal or retaliation.

i. Every commander, director, and supervisor will set the appropriate example with regard to the prevention of hazing, bullying, discriminatory harassment, and online misconduct and will take proper action to create and sustain an environment that promotes the READY philosophy.

j. On at least an annual basis, commanders will conduct hazing, bullying, discriminatory harassment, and online misconduct training as part of the MEO training requirements related to promoting a healthy unit climate.

(1) Commanders will incorporate unit-level annual MEO and Harassment Prevention and Response training, in combination with training on retaliation and reprisal, into the overall unit training plan.

(2) Annual MEO training will be conducted face-to-face. Commanders will determine the duration, location, and means for conducting training. Unit leaders will lead the training and may use MEO professionals as available and necessary.

5. Punitive Order: This policy is punitive and is intended to be a lawful general order within the meaning of Article 92, Uniform Code of Military Justice (UCMJ). Violations of AR 600-20, paragraph 4-16, a lawful general regulation, may result in punitive action under the UCMJ, adverse administrative action, or both.

6. Proponent: The proponent for this policy letter is the 4th Infantry Division MEO Office at (719) 526-4305.



PATRICK J. ELLIS
Major General
Commanding