



DEPARTMENT OF THE ARMY  
HEADQUARTERS, III ARMORED CORPS AND FORT CAVAZOS  
1001 761ST TANK BATTALION AVENUE  
FORT CAVAZOS, TEXAS 76544-5000

AFZG-CG

## COMMANDING GENERAL'S POLICY LETTER #5

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Harassment Prevention and Response Program (Hazing, Bullying, Discriminatory Harassment and Online Misconduct)

1. Reference: Army Regulation (AR) 600-20 (Army Command Policy), 06 February 2025.
2. Purpose: To prevent incidents of hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct to promote the fair and equitable treatment of all persons.
3. Applicability: This policy applies to all Soldiers including active or reserve, Delayed Entry Program, and cadets, assigned or attached to III Armored Corps and Fort Cavazos units, to include Soldiers performing duties in units or activities assigned, attached, stationed, based, or otherwise located on the Fort Cavazos military reservation. This policy further applies to Soldiers physically present within the limits of the Fort Cavazos military reservation. All Service members assigned to, attached to, or performing duties in units or activities over whom Commander, III Armored Corps and Fort Cavazos, 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: Everyone is expected to treat all people 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 all bound by the same professional ethics. I expect all Soldiers to treat one another with professional courtesy, whether that Soldier is a superior, peer, or subordinate. Simply put, treat others as you would want to be treated, with dignity and respect.
  - a. I am 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 who are aware of hazing, bullying, discriminatory harassment, and/or online misconduct should report such actions to their commander, the unit Military Equal Opportunity (MEO) Professional, law enforcement, or the Inspector General (IG). All who manifest courage in reporting acts or behaviors that undermine dignity and respect will be protected from acts of threats or reprisal.
  - c. Hazing is a form of harassment that 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 Department of Army (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. Examples of bullying include but are not limited to: playing abusive or malicious tricks; name calling, threats of violence, and singling out of an individual from his or her coworkers, or unit, for ridicule. It often is 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, and by other means including social media, 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. Other acts of misconduct violate the dignity and respect of others, including acts of reprisal or retaliation.

f. Online misconduct is the use of electronic communication to inflict harm. Examples of online misconduct include, but are not limited to: hazing, bullying, sexual harassment, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermines dignity and respect of another person(s). This covers all electronic communication through 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.

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

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 professional with required details to update and track case information.

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i. Every commander, director, and supervisor will set the appropriate example in the prevention of hazing, bullying, discriminatory harassment, and online misconduct and will take proper action to create and sustain an environment that promotes dignity, respect, teamwork, and trust.

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 necessary.

5. Punitive Order. This policy is punitive and is intended to be a lawful general order within Articles 92, 133, and 134, UCMJ. Violations of this policy or of AR 600-20, paragraph 4-19, a lawful general regulation, may result in punitive action under the UCMJ, adverse administrative action, or both.

6. Expiration. This III Armored Corps and Fort Cavazos policy memorandum supersedes the Army Harassment and Prevention Program Policy, dated 12 September 2024, and will remain in effect until superseded or rescinded.

7. The point of contact for this policy letter is the III Armored Corps and Fort Cavazos MEO office at 254-287-4190.



KEVIN D. ADMIRAL  
Lieutenant General, USA  
Commanding

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