



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON, FORT CAVAZOS
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FORT CAVAZOS, TEXAS 76544-5002

AMIM-CAG-EE (600B)

02 NOV 2023

MEMORANDUM FOR Headquarters and Installation Service Directorates / Offices
Reporting Directly to US Army Garrison Fort Cavazos

SUBJECT: The Army Harassment Prevention and Response Program

1. REFERENCE.

- a. Army Regulation (AR) 600-20, (Army Command Policy), 24 July 2020.
- b. AR 690-600, (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.

2. APPLICABILITY. This policy applies to all personnel assigned to or attached to U.S. Army Garrison Fort Cavazos. This policy also extends to off post and during non-duty hours for Soldiers within the limits of the laws of localities and states. This policy also applies to online conduct.

3. POLICY.

a. U.S. Army Garrison Fort Cavazos is a values-based organization where everyone is expected to do what is right by treating each other with dignity and respect in all aspects of life and forms of communication. Leaders at all levels will lead by example and will be held accountable for fostering a climate of inclusion within their respective workplaces that supports diversity, is free from harassment, and does not tolerate retaliation for those reporting harassment allegations.

b. All forms of harassment are prohibited to include hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct that undermine trust, violate our ethic, and negatively impact command climate and readiness.

(1) All personnel are prohibited from engaging in harassing conduct in all circumstances and environments, including off-duty and unofficial unit functions and settings. You will be held responsible for any act of harassment even if there was actual or implied consent from the victim, without regard to the service, rank, status, or position of the victim.

(2) Harassment is not limited to superior-subordinate relationships. They may occur between peers or, under certain circumstances, may involve actions directed toward superiors by subordinates.

c. Hazing. A form of harassment that includes conduct through which any personnel, without 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 other personnel 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 using electronic devices or communications, and by other means including social media, as well as in person. Hazing is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without proper military authority or other governmental purposes.

(1) Any form of 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 insignia, badges, medals, or any other object.

(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, excessive physical exercise, confinement to restricted areas, isolation, or sleep-deprivation.

(6) Immersion in noxious substances, subjecting another person to excessive or abusive use of water.

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

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

d. Bullying. A form of harassment that includes acts of aggression by any personnel, with a nexus to military service, with the intent of harming another person, either

considered 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 using electronic devices or communications, and by other means including social media, as well as in person. Bullying is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without a proper military authority or other governmental purpose such as.

(1) Physically striking another person in any manner or threatening to do the same.

(2) Oral or written berating of another person with the purpose of belittling or humiliating, 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) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts, subjecting another person to excessive or abusive use of water.

(4) Branding, handcuffing, duct taping, tattooing, shaving, greasing, painting, hitting, spitting, shoving another person, playing abusive or malicious tricks.

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

(6) Degrading or damaging another's property or reputation.

e. Discriminatory harassment is unwelcome conduct based on race, color, religion, sex (including gender identity, pregnancy, sexual orientation, harassment of a sexual or non-sexual nature), national origin, age, genetic information, physical or mental disability or reprisal/retaliation for participation in prior EEO protected activity.

f. Online misconduct. The use of electronic communication to inflict harm. Electronic communication is the transfer of information (signs, writing, images, sounds, or data) transmitted by computer, phone, or other electronic devices. 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. Examples of online misconduct include, but are not limited to: hazing, bullying, harassment, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermines dignity and respect. When using electronic communication devices, Army personnel should apply "Think, Type, and Post".

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4. Incidents involving sexual assault, harassment, or discrimination must be addressed in accordance with the laws, and regulatory guidance. In all cases, appropriate responding and investigative procedures will be followed.

5. Complainants and victims will be protected from acts or threats of reprisal and/or retaliation for reporting or filing harassment complaint. All reports of harassment will be promptly processed, recorded, and tracked.

a. Soldiers who wish to report or file harassment complaints need to contact the Military Equal Opportunity (MEO) office.

b. DA Civilians, contract employees, former employees, volunteers, or applicants for employment who wish to report harassment complaint need to contact the Equal Employment Opportunity (EEO) office.

6. Proponent. The Fort Cavazos Equal Employment Opportunity Office is the proponent for this policy. The point of contact is the EEO manager at (254) 287-3602.

7. Expiration. This command policy memorandum supersedes all previous policy letters and will remain in effect until superseded or rescinded.



LAKICIA R. STOKES
Colonel, LG
Commanding

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