



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, 10TH MOUNTAIN DIVISION (LIGHT INFANTRY) AND FORT DRUM  
FORT DRUM, NEW YORK 13602-5000

AFDR-CG

9 September 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum #3: Harassment Response and Prevention Program

1. References.

- a. Army Regulation (AR) 600-20 (Army Command Policy), 24 July 2020.
- b. Department of Defense Instruction (DoDI) 1020.03 (if not referenced in SHARP policy).

2. Purpose. To provide guidance and establish the Harassment Response and Prevention Program for the 10th Mountain Division (Light Infantry) and Fort Drum.

3. Applicability. This policy applies to all Soldiers and Department of the Army (DA) Civilian personnel assigned or attached to 10th Mountain Division (Light Infantry) and Fort Drum at all times regardless of location.

4. Policy.

a. The 10th Mountain Division (Light Infantry) is a values-based organization where everyone, both military and civilians, will treat all persons with dignity and respect IAW AR 600-20, para. 4-19, and this policy. Hazing, bullying, and discriminatory harassment that undermine dignity and respect are fundamentally in opposition to our values and will not be tolerated.

b. Everyone maintains the right to work and live in an environment free of hostility. The physical and mental injury caused by hazing, bullying, discriminatory harassment, and online misconduct damages unit readiness, negatively impacts command climate, and destroys trust and cohesion among our community.

c. Leaders will set the example and take all appropriate actions to foster an environment that promotes dignity, respect, teamwork, and trust. I require that all commanders protect complainants from hazing, bullying, discriminatory harassment, online misconduct, and other wrongful reprisal and retaliation.

d. Victims of hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct are strongly encouraged to report incidents to their chain of command, to their local Military Equal Opportunity professional, and/or to law enforcement. Leaders at all levels will immediately report allegations of criminal

behavior to law enforcement. All other hazing, bullying, and online misconduct allegations that are reported to a commander must be investigated, and the unit's Equal Opportunity Advisor will update and track case information in the MEO database.

5. Definitions. For the purpose of this policy, the following definitions apply.

a. **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 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, as well as in person.

b. **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 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 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.

c. **Discriminatory harassment** is a form of harassment that is unwelcome conduct based on race, color, religion, sex (including gender identity), national origin, or sexual orientation.

e. **Other misconduct** is misconduct that may or may not meet the definitions for hazing or bullying, yet violate the dignity of others, or are disrespectful in nature.

6. Responsibilities.

a. Commanders and supervisors at all levels will take proactive measures to detect violations of this policy, as well as AR 600-20, para. 4-19, and enforce adherence to the standards.

b. Commanders, with the assistance of their supporting Staff Judge Advocate (SJA), will publish and post supporting command policy letters at all levels.

c. Commanders, with the assistance of their supporting SJAs, will immediately report allegations of criminal behavior or other alleged misconduct in violation of AR 600-20, para. 4-19 to law enforcement or other appropriate agencies.

AFDR-CG

SUBJECT: Policy Memorandum #3: Harassment Response and Prevention Program

d. Commanders will conduct mandatory Military Equal Opportunity (MEO) and Harassment Prevention and Response training annually and document training on the training schedules and in the Digital Training Management System in accordance with AR 350-1. Command teams will also attend the annual executive seminar.

e. Commanders will conduct a unit climate assessment within 60 days of assuming command. This assessment will be done by utilizing the DEOMI Equal Opportunity Climate Survey (DEOCS) or other assessment tools approved by AR 600-20. Within 30 days of completion, commanders will communicate the findings to their unit and then to their next higher commander. Commanders will prepare a Command Climate Assessment summary and develop a proactive action plan to take corrective action or sustain success upon receipt of survey results.

f. Commanders are responsible for coordinating with their unit MEO professional (EOA) to ensure all harassment allegations are recorded and tracked in the MEO Reporting System.

g. Commanders will annotate the evaluation reports of personnel with substantiated allegations of harassment with the appropriate non-support of MEO program remarks and box checks. Additionally, if the individual possesses a security clearance, commanders will ensure the security manager records the derogatory information as an incident report in the Joint Personnel Adjudications System, or subsequent system, in accordance with AR 380-67.

7. All personnel serving in 10th Mountain Division (Light Infantry) have the right to present a complaint without fear of intimidation, reprisal, or retaliation. Individuals who believe they have been subjected to reprisal or retaliation should report the matter through their chain of command, MEO professional, Sexual Harassment/Assault Response and Prevention Coordinator, or the Inspector General. Commanders will ensure that personnel are protected from reprisal IAW the provisions of DoDD 7050.06 and AR 600-20, para. 6-7.

8. Point of contact for this policy is the LTC Andrea Dover, the Fort Drum Equal Opportunity Program Manager office at (315) 772-9174/9210 and [andrea.g.dover.mil@mail.mil](mailto:andrea.g.dover.mil@mail.mil).

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