



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

AFDR-CG

1 May 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum 7, Treatment of Persons

1. Reference. AR 600-20, Army Command Policy, 6 Nov 14.

2. Definitions.

a. Hazing. Conduct whereby a Service member or members regardless of service, rank, or position, and without proper authority, recklessly or intentionally causes a Service member to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to participate in any such activity is also considered hazing. Hazing need not involve physical contact among or between military members or employees; it can be verbal or psychological in nature. Likewise, it need not be committed in the physical presence of the victim; it may be accomplished through written or phone messages, text messages, email, social media, or any other virtual or electronic medium. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator.

b. Bullying. Bullying is conduct whereby a Service member or members, regardless of service, rank, or position, intends to exclude or reject another Service member through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other Service member's dignity, position, or status. Bullying may include an abuse of authority. Bullying tactics involve, but are not limited to, making threats, spreading rumors, social isolation, and attacking someone physically, verbally, or through the use of electronic media.

c. Additional examples of hazing and bullying are outlined in para 4-19, AR 600-20. Hazing and bullying are prohibited in all cases, to include off-duty or "unofficial" celebrations or unit functions, on or off post. Hazing includes rites of passage such as blood wings, drinking games or other unsanctioned forced physical fitness events.

3. Command responsibilities. This policy is punitive in nature. Service members who violate this policy are subject to adverse administrative action and/or punishment under the Uniform Code of Military Justice. Civilian employees who violate this policy are subject to disciplinary action. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing or bullying allegations that are reported to a commander will be investigated in accordance with the informal board procedures set forth in AR 15-6 or as a

AFDR-CG

SUBJECT: Policy Memorandum 2, Treatment of Persons

commander's inquiry. Individuals may also report incidents of Hazing to the appropriate Inspector General's office. If a Service member possesses a security clearance, commanders will ensure the security manager records the derogatory information as a JPAS incident report (or subsequent system) in accordance with AR 380-67.

4. Subordinate commanders, at installation, unit, agency, and activity down to company, troop, or battery level will publish a treatment of persons policy. Statements will be consistent with the Army policy, include the local command's commitment to prevention of hazing and bullying. The command policy will explain how and where to file complaints and will state that all complainants will be protected from acts or threats of reprisal.

5. Point of contact is the Fort Drum Equal Opportunity Program Manager at (315) 772-9174/9210.



BRIAN J. MENNES
Major General, USA
Commanding

DISTRIBUTION:

A