DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, U.S. ARMY GARRISON FORT GREELY
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AMIM-AKG-GZA

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Treatment of Others (Hazing and Bullying) Anti-Harassment (USAG Fort Greely Policy #4)

1. Reference: Army Regulation 600-20, Army Command Policy, 24 July 2020, Army Regulation 690-12, Appendix D-1, Army Anti-Harassment Policy 12 Dec. 2019.

2. USAG Fort Greely is committed to the prevention of hazing and bullying. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to the Army values and are prohibited. USAG Fort Greely personnel are expected to do what is right by treating all persons with dignity and respect. Soldiers who violate this policy may be subject to punishment under the Uniform Code of Military Justice. Civilian personnel who do so may be subject to appropriate disciplinary action in accordance with current civilian personnel guidance.

a. Hazing is defined as any conduct whereby a Soldier or Department of the Army (DA) civilian employee, regardless of service, rank, or position, and without proper authority, recklessly or intentionally causes another Soldier or DA civilian employee 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.

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

c. Hazing and bullying are not limited to superior-subordinate relationships. Incidents may occur between peers or, under certain circumstances, may involve actions directed towards senior military personnel by those junior in rank, grade, or position to them.

3. Hazing and bullying, along with other behaviors that undermine dignity and respect, are prohibited. Every Soldier and DA civilian employee in this command has the right to live and work in a safe environment. The physical and mental injury that hazing and bullying causes damages unit readiness, and the readiness of the command. It also destroys trust and cohesion in the Army team.

4. Any victim of hazing or bullying, or any individual with knowledge of such behavior, is strongly encouraged to report the incidents to their chain of command, law enforcement, and/or the Inspector General. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing and bullying allegations should be promptly reported to the chain of command or Inspector's General Office for investigation.

5. All complainants will be protected from acts or threats of reprisal. Any complainant who fears that their report of hazing or bullying will subject them to retaliation from their supervisory chain may approach the Inspector General's office directly, contact the Staff Judge Advocate, or utilize my open door policy.

6. This policy supersedes USAG Fort Greely Policy #4, subject: Treatment of Others (Hazing and Bullying).

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KEITH A. MARSHALL
LTC, AD,
Commanding

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