



DEPARTMENT OF THE ARMY
U.S. ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON HAWAII
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AMIM-HIG-ZA

10 APR 2026

MEMORANDUM FOR All Military Personnel, Department of Defense (DoD) Civilian Employees, Contractors and other personnel within United States Army Garrison (USAG) Hawaii Installations

SUBJECT: Policy Memorandum (PM) #3 – Harassment Prevention and Response Program

1. Authority. This policy is issued pursuant to applicable Department of Defense Instructions, Army Regulations, and local command regulations.

a. Army Regulation 600-20, Army Command Policy, 6 February 2025, Administrative Revision 20 February 2025.

b. Department of Defense Instruction (DoDI) 1020.03 (Harassment Prevention and Response in the Armed Forces), 8 February 2018.

2. Purpose. To establish the command's policy on the prevention of and response to harassment. USAG Hawaii is a values-based organization where all members are expected to treat others with dignity and respect. Hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct that violate the dignity and respect of others, undermine trust, violate our ethos, and negatively impact command climate and readiness. There is no room in our Army for these types of corrosive behaviors.

3. Applicability. This policy applies to all Soldiers, Department of the Army (DA) Civilians, and Family members within USAG Hawaii installations. This policy also extends to conduct on and off post, during duty and non-duty hours, within the limits of the laws of localities, states, and host nations. This policy also applies to online conduct.

4. Policy. Harassment is prohibited in all circumstances and environments, including off-duty and "unofficial" unit functions and settings. Harassment is not limited to superior-subordinate relationships. It may occur between peers or, under certain circumstances, may involve actions directed toward senior personnel by those junior in rank, grade, or position. Soldiers will be held responsible for any acts of harassment, even if there was actual or implied consent from the victim. This policy addresses five primary forms of harassment:

a. Hazing. A form of harassment that includes conduct through which Soldiers or DA Civilians, without a proper military authority or other governmental purpose but with a nexus to military service, physically or psychologically injure or create 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 as a condition for continued membership in any military or DA Civilian organization. Hazing can be conducted through electronic devices or

communications and is evaluated by a reasonable person standard. It includes, but is not limited to, the following when performed without proper military authority.

(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 or insignia.

(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.

(6) Excessive physical exercise.

(7) Confinement to restricted areas, isolation, or sleep-deprivation.

(8) Immersion in noxious substances.

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

(10) Subjecting another person to excessive or abusive use of water.

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

b. **Bullying.** 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 may involve singling out an individual for ridicule because they are considered different or weak. It often involves an imbalance of power and is evaluated by a reasonable person standard. It includes, but is not limited to, the following:

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

(2) Intimidating, teasing, name-calling, mockery, threats of violence, taunting, social exclusion, isolating, blackmailing, and spreading rumors.

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(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.

(6) Branding, handcuffing, duct taping, tattooing, shaving, greasing, painting, hitting, spitting, or shoving another person.

(7) Subjecting another person to excessive or abusive use of water.

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

(9) Degrading or damaging another's property or reputation

c. Discriminatory Harassment. Unwelcome conduct based on race, color, religion, sex (including pregnancy), national origin, or sexual orientation.

d. Online Misconduct. The use of electronic communication to inflict harm. Electronic communication includes, but is not limited to text messages, emails, chats, instant messaging, social media sites, and web/video conferencing. Examples of online misconduct include hazing, bullying, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermine dignity and respect.

e. Other Acts of Misconduct. Misconduct that may not meet the specific definitions of hazing or bullying but still violates the dignity and respect of others. This includes acts of reprisal, retaliation, or violations against persons as outlined in the Uniform Code of Military Justice (UCMJ).

5. Responsibilities.

a. Commanders and Supervisors. Commanders at all levels have three core responsibilities within the Harassment Prevention and Response Program:

(1) Commanders are responsible for ensuring Soldiers and DA Civilians are aware of, and follow, the harassment complaint processes.

(2) Commanders down to the company level will publish and conspicuously post a policy letter outlining their harassment prevention and response programs.

(3) On an annual basis, commanders will conduct harassment training in combination with their annual Military Equal Opportunity (MEO) training.

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b. All Personnel. We are all responsible for reporting any type of harassment. Individuals should promptly report harassment to their commander/supervisor, the MEO Program, or law enforcement without fear of reprisal or retaliation.

6. Procedures.

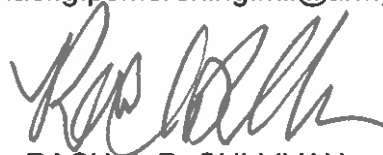
a. The primary method for reporting is to initiate a report with the chain of command or direct supervisor. Alternative methods for reporting include the MEO office, Equal Employment Opportunity (EEO) office, Inspector General's (IG) office, leaders within the Sexual Harassment/Assault Response and Prevention (SHARP) Program, and Army law enforcement.

b. All harassment complaints will be processed through the command MEO and Harassment Complaint Processing System. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing or bullying allegations reported to a commander will be investigated in accordance with the informal board procedures set forth in AR 15-6 or as a commander's inquiry.

7. Effective. This policy is effective immediately and remains in effect until rescinded or superseded.

8. Proponent. The proponent of this policy is the 25th Infantry Division and U.S. Army Hawaii Military Equal Opportunity Office.

9. The point of contact for this memorandum is MSG Michael Pomerening, Equal Opportunity Advisor, Military Equal Opportunity Office, 25th Infantry Division and U.S. Army Hawaii at (808) 787-4424 or by email at michael.g.pomerening.mil@army.mil.



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