



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 3D CAVALRY REGIMENT  
BUILDING 9001 LEGENDS WAY  
FORT CAVAZOS, TX 76544



AFZC-RCO

25 MAY 23

MEMORANDUM FOR RECORD

SUBJECT: Policy Letter #5 – Army Harassment and Prevention Program (Hazing, Bullying, Discriminatory Harassment and Online Misconduct)

1. References:

a. Army Regulation (AR) 600-20 (Army Command Policy), 24 July 2020.

b. Commanding General's Policy Letter, 1st Cavalry Division, subject: Army Harassment and Prevention Program (Hazing, Bullying, Discriminatory Harassment and Online Misconduct), 21 October 2021.

2. This policy applies to all Soldiers, Cadets, and Families assigned or attached to the 3d Cavalry Regiment. This policy applies both on- and off-post, during duty and non-duty hours and applies to working, living, and recreational environments (including on- and off-post housing).

3. Commanders will establish policies to protect and ensure fair and equitable treatment of Troopers in their formations.

4. Purpose. To prevent incidents of hazing, bullying, and online misconduct to promote the fair and equitable treatment of all persons.

5. Policy. All persons will be treated with dignity and respect. Troopers who violate this policy may be subject to punishment under the UCMJ. We are members of the profession of arms and are all bound by the same professional ethic. I expect all Troopers to treat one another with professional courtesy, whether that Trooper is a superior, peer, or subordinate. Simply put, treat others as you would want to be treated, with dignity and respect.

a. I am committed to the prevention of hazing, bullying, discriminatory harassment, and online misconduct. The Army Values define our character as Soldiers. Hazing, bullying, discriminatory harassment, and other behaviors that undermine dignity and respect have no place in the military and will not be tolerated. For all Troopers, I explicitly forbid all acts of hazing, bullying, discriminatory harassment, or online misconduct as defined below and in AR 600-20.

b. Without fear of reprisal, individuals subjected to or aware of hazing, bullying, discriminatory harassment, and/or online misconduct should report such actions to their commander, unit Military Equal Opportunity (MEO) Professional, law enforcement, or

the Inspector General. All who manifest courage in reporting acts or behaviors that undermine dignity and respect will be protected from acts or threats of reprisal.

c. Hazing is a form of harassment that physically or psychologically injures or creates a risk of physical or psychological injury to Troopers for the purpose of initiation and/or admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DA Civilian organization. Examples of hazing include but are not limited to: pressing an object into another person's skin; forcing another person to consume alcohol; and excessive physical exercise. Hazing can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

d. Bullying is a form of harassment that includes acts of aggression by Troopers or DA Civilian employees, with the intent of harming a Trooper either physically or psychologically. Bullying is the exposure of an individual or group to physical and/or emotional aggression with the intent to cause distress or harm. Examples of bullying include but are not limited to: playing abusive or malicious tricks; name calling, threats of violence, and singling out of an individual from his or her coworkers, or unit, for ridicule. It often is indirect or subtle in nature and involves an imbalance of power between the aggressor and the victim. Bullying can also be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

e. 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. Other acts of misconduct may include those that violate the dignity and respect of others, including acts of reprisal or retaliation.

f. Online misconduct is the use of electronic communication to inflict harm. Examples include, but are not limited to: discriminatory harassment, bullying, hazing, stalking, discrimination, retaliation, or any other types of misconduct that undermine dignity and respect of another person(s). This covers all electronic communication through the transfer of information (signs, writing, images, sounds, or data) transmitted by computer, phone, or other electronic device. 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.

g. Hazing, bullying, discriminatory harassment, online misconduct and other behaviors that undermine dignity and respect are prohibited. Everyone maintains the right to work and live in an environment free of hostility. The physical or mental injury caused by hazing, bullying, and online misconduct damages unit readiness. It further destroys trust and cohesion among Troopers. Commanders are responsible for protecting complainants of hazing, bullying, and online misconduct from reprisal or retaliation.

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h. Victims of hazing, bullying, discriminatory harassment, online misconduct, and maltreatment are encouraged to report incidents to their chain of command, their MEO professional, and/or the appropriate Inspector General's (IG) office. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing, bullying, discriminatory harassment, and online misconduct allegations that are reported to a commander will be properly investigated. Commanders will provide unit MEO professionals with required details to update and track case information.

i. Every commander and supervisor will set the appropriate example with regard to the prevention of hazing, bullying, discriminatory harassment, and online misconduct and will take proper action to create and sustain an environment that promotes dignity, respect, teamwork, and trust.

j. On at least an annual basis, commanders will conduct hazing, bullying, discriminatory harassment, and online misconduct training as part of the MEO training requirements related to promoting a healthy unit climate.


(1) Commanders will incorporate unit-level annual military equal opportunity (MEO) training and Harassment Prevention and Response training, in combination with training on retaliation and reprisal, into the overall unit training plan.

(2) Annual MEO training will be conducted face-to-face. Commanders will determine the duration, location, and means for conducting training. Unit leaders will lead the training and may use MEO professional as available and necessary.

6. Punitive Order. This policy is punitive and is intended to be a lawful order within the meaning of Article 92, Uniform Code of Military Justice (UCMJ). Violations of this policy or of AR 600-20, paragraph 4-19, a lawful general regulation, may result in punitive action under the UCMJ, adverse administrative action, or both.

7. The point of contact for this memorandum is the Regimental Equal Opportunity Advisor, SFC Brian Foreman, at 254-319-3279 or [brian.w.foreman.mil@mail.mil](mailto:brian.w.foreman.mil@mail.mil).

8. This memorandum supersedes Commanding Policy Letter #5, dated 18 January 2021. This policy will remain in effect until superseded or rescinded.

  
JEFFREY J. BARTA  
COL, AR  
Commanding  
