



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON
2837 BOYD AVENUE
FORT HUACHUCA, ARIZONA 85613-7001

IMHU-ZA

7 OCT 2020

MEMORANDUM FOR Fort Huachuca United States Army Garrison

SUBJECT: POLICY 20-32, Treatment of Persons (Hazing and Bullying)

1. REFERENCES.

- a. Army Regulation (AR) 600-20, Army Command Policy
- b. AR 350-1, Army Training and Leader Development
- c. AR 15-6, Procedures for Administrative Investigations and Boards of Officers

2. POLICY. Every member of the Army is expected to treat all persons with dignity and respect. As defined in AR 600-20, hazing and bullying, as well as other behaviors that undermine the treating of persons with dignity and respect are fundamentally in opposition to the Army values and are prohibited. Service Members and Civilian personnel employed by any organization within the Department of Defense (DoD) within my command will conduct themselves in accordance with this policy. Violations of this policy or applicable regulations or directive, may subject Service Members or Civilian personnel employed by any organization within the DoD within my command to punishment or adverse administrative action under the applicable authority. Individuals reporting allegations of hazing, bullying, or similar conduct will be protected from reprisal or retaliation.

3. SCOPE.

a. Hazing and bullying is not limited to superior-subordinate relationships. Incidents may occur between peers or, under certain circumstances, may involve actions directed toward senior military personnel by those junior in rank. Further, hazing and bullying can include physical and non-physical interaction, as well as media platforms and similar means of electronic communication. Certain conduct that violates this policy, Army Command Policy, and the Army's Online Conduct Policy through any means, is contrary to the Army's values.

b. Definitions and examples of hazing and bullying are listed in AR 600-20. Typical scenarios include conduct that occurs both on and off duty, and on and off the installation. It frequently takes the form of initiation-related activities, but are not limited to these scenarios. It may involve otherwise permissible conduct which crosses the line into impermissible conduct. For example, the imposition of arduous or hazardous

IMHU-ZA

SUBJECT: POLICY 20-32, Treatment of Persons (Hazing and Bullying)

duties in the context of operational requirements or when used as a form of appropriate corrective training or punishment does not necessarily violate this policy. However, the use of these activities for the purpose of excluding or rejecting personnel or in a manner that amounts to cruel, abusive, or humiliating treatment, will not be tolerated.

c. Circumstances surrounding allegations of hazing and bullying will be evaluated on a case by case basis, in coordination with the servicing judge advocates office.

4. RESPONSIBILITIES.

a. Commanders and Leaders have a duty to report allegations of hazing or bullying through their chain of command to me as the Special Court-Martial Convening Authority. All reported allegations will be investigated in accordance with (IAW) AR 15-6 or in the form of a Commander's inquiry. Failure to report may result in a violation of this policy. All allegations of criminal misconduct will be reported to law enforcement.

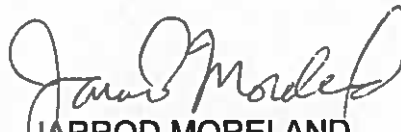
b. Service Members and Civilian personnel employed by any organization within the DoD within my command should advise commands of incidents of hazing or bullying and should report allegations to their commander, supervisor, law enforcement, the Inspector General, or the appropriate authority. In lieu of a command investigation, the IG may conduct its own investigation into allegations.

c. Despite the type of investigation, Equal Opportunity Advisors will ensure all allegations and findings are monitored and recorded in the Equal Opportunity Reporting System.

d. Units will conduct anti-hazing and anti-bullying training IAW AR 350-1 as part of its Equal Opportunity training program to promote a healthy command climate.

5. This memorandum supersedes USAG, Policy 18-136, Treatment of Persons (Hazing and Bullying).

6. The proponent for this policy is the Office of the Commander, United States Army Garrison, Fort Huachuca, AZ 85613-7001.


JARROD MORELAND
Colonel, MI
Commanding

Distribution: E