



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER OF EXCELLENCE AND FORT HUACHUCA
1903 HATFIELD STREET
FORT HUACHUCA, ARIZONA 85613-7000

15 OCT 19

ATZS-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: POLICY 19-06 – Treatment of Persons (Hazing and Bullying)

1. REFERENCES.

- a. Army Regulation (AR) 600-20 (Army Command Policy), 6 November 2014.
- b. AR 350-1 (Army Training and Leader Development), 10 December 2017.
- c. AR 15-6 (Procedures for Administrative Investigations and Boards of Officers), 1 April 2016.
- d. Department of Defense (DoD) Instruction 1020.03 (Harassment Prevention and Response in the Armed Forces), 8 February 2018.
- e. TRADOC Supplement 1 to AR 600-20 (Army Command Policy – Equal Opportunity Program), 9 July 2019.

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 DA Civilians will conduct themselves in accordance with this policy, regulatory guidance, and violations of this policy may subject Service Members to punishment under the UCMJ or other applicable adverse administrative consequences; while DA Civilians will be subjected to punishment under applicable regulations and policies, as appropriate. Individuals reporting allegations of hazing, bullying, or similar conduct will be protected from reprisal or retaliation.

3. SCOPE.

- a. Hazing and bullying can include physical interaction, non-physical interaction, and through the use of electronic communication. They are not limited to superior-subordinate relationships and may include incidents occurring between peers or, under certain circumstances, may involve actions directed towards senior military personnel by those junior in rank, grade, or position to them.

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b. Definitions and examples of hazing and bullying are listed in AR 600-20, paragraph 4-19.

4. RESPONSIBILITIES.

a. Commanders and leaders have a duty to enforce this policy. All reported allegations will be investigated IAW AR 15-6 or in the form of a commander's inquiry. All allegations of criminal conduct will be reported to law enforcement.

b. Service Members and DA Civilians should advise commands of incidents of hazing or bullying and report allegations to their commander, supervisor, law enforcement, the Inspector General (IG), or the appropriate authority. In lieu of a command investigation, the IG may conduct its own investigation into allegations.

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

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

5. This memorandum supersedes memorandum, HQ USAICoE, ATZS-CG, 11 December 2017, subject: POLICY 17-06 – Treatment of Persons (Hazing and Bullying).

6. PROPONENT. Military Equal Opportunity Office, (520) 533-5305.



LAURA A. POTTER
Major General, USA
Commanding

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