



DEPARTMENT OF DEFENSE  
HEADQUARTERS  
JOINT TASK FORCE-SOUTHERN BORDER  
FORT HUACHUCA, ARIZONA

AFDR-CG

14 March 2025

MEMORANDUM FOR Joint Task Force-Southern Border Personnel

SUBJECT: Policy Memorandum #6: Harassment Response and Prevention Program

1. References.

- a. Army Regulation (AR) 600-20 (Army Command Policy), 6 February 2025.
- b. Department of Defense Instruction (DoDI) 1020.03, Harassment Prevention and Response in the Armed Forces, 8 February 2018 (Incorporates change 3 effective 17 January 2025).

2. Purpose. To provide guidance and establish the Harassment Response and Prevention Program for Joint Task Force-Southern Border (JTF-SB).

3. Applicability. This policy applies to all Department of Defense personnel assigned or attached to JTF-SB at all times, regardless of location.

4. Policy.

- a. JTF-SB is a values-based organization where everyone, both military and civilians, will treat all persons with dignity and respect in accordance with AR 600-20, para. 4-19, and this policy. Hazing, bullying, and discriminatory harassment that undermine dignity and respect are fundamentally in opposition to our values and will not be tolerated.

- b. Everyone maintains the right to work and live in an environment free of hostility. The physical and mental injury caused by hazing, bullying, discriminatory harassment, and online misconduct damages unit readiness, negatively impacts command climate, and destroys trust and cohesion among our community.

- c. Leaders will set the example and take all appropriate actions to foster an environment that promotes dignity, respect, teamwork, and trust. I require that all commanders protect complainants from hazing, bullying, discriminatory harassment, online misconduct, and other wrongful reprisal and retaliation.

- d. Victims of hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct are strongly encouraged to report incidents to their chain of command, to their local Military Equal Opportunity professional, and/or to law

enforcement. Leaders at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing, bullying, and online misconduct allegations that are reported to a commander must be investigated, and the unit's Equal Opportunity Advisor will update and track case information in the MEO database.

5. Definitions. For the purpose of this policy, the following definitions apply.

a. **Hazing.** A form of harassment that includes conduct through which Servicemembers or DA Civilian employees (who haze Servicemembers), without a proper military authority or other governmental purpose but with a nexus to military service, physically or psychologically injures or creates a risk of physical or psychological injury to Servicemembers for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DA Civilian organization. Hazing can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

b. **Bullying.** A form of harassment that includes acts of aggression by Servicemembers or DA Civilian employees, with a nexus to military service, with the intent of harming a Servicemember either physically or psychologically, without proper military authority or other governmental purpose. Bullying is the exposure of an individual or group to physical and/or emotional aggression with the intent to cause distress or harm. Bullying may involve the singling out of an individual from his or her coworkers, or unit, for ridicule because he or she is considered different or weak. It often is indirect or subtle in nature and involves an imbalance of power between the aggressor and the victim. Bullying can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

c. **Discriminatory harassment.** A form of harassment that is unwelcome conduct based on race, color, religion, sex, national origin, or sexual orientation:

(1) Color discrimination. Occurs when an individual is treated differently based on the lightness, darkness, or toner color characteristics of the person. This type of discrimination can occur with race discrimination. Color discrimination can occur between persons of different races or ethnicities. It can also occur when members of the same race treat each other differently because of lightness or darkness of their skin.

(2) Sex discrimination. Occurs when an individual is deprived of an opportunity because of their sex or when decisions are made based on stereotypes and assumptions about abilities, traits, or the performance of individuals on the basis of sex.

(3) Racial discrimination. Occurs when an individual is treated differently because of their racial group, racial characteristics (for example, hair texture, color, facial

features), or because of their relationship or association with someone of a particular race.

(4) Religious discrimination. Occurs when an individual is treated more or less favorably because of their religious beliefs or practices—except to the extent a religious accommodation is warranted. For example, imposing stricter promotion requirements for a person of a certain religion or imposing more or different work requirements on an individual because of their religious beliefs or practices, or forcing an individual to participate—or not participate—in a religious activity.

(5) National origin discrimination. Occurs when an individual is treated less favorably because of their origin, ethnicity or accent, or because it is believed they are a particular nationality.

(6) Sexual orientation discrimination. One's emotional or physical attraction to the same and/or opposite sex (homosexuality, bisexuality, or heterosexuality). Complaints may be based on actual or perceived sexual orientation, as well as association with an individual or affinity group associated with a particular sexual orientation.

d. **Other acts of misconduct**. Includes misconduct that may or may not meet the definitions for hazing or bullying, yet violates the dignity of others or are disrespectful in nature.

#### 6. Responsibilities.

a. Commanders and supervisors at all levels will take proactive measures to detect violations of this policy, as well as AR 600-20, para. 4-19, and enforce adherence to the standards.

b. Commanders, with the assistance of their supporting Judge Advocate (JA), will publish and post supporting command policy letters at all levels.

c. Commanders, with the assistance of their supporting JAs, will immediately report allegations of criminal behavior or other alleged misconduct in violation of AR 600-20, para. 4-19 to law enforcement or other appropriate agencies.

d. Commanders will conduct mandatory Military Equal Opportunity (MEO) and Harassment Prevention and Response training annually and document training on the training schedules and in the Digital Training Management System in accordance with AR 350-1. MEO professionals currently serving in an authorized MEO billet will facilitate MEO and Harassment Prevention and Response training. Equal Opportunity Leaders on appointment orders may assist in conducting MEO and Harassment Prevention and Response training; additional training products will be vetted and approved by the MEO

professional and unit commander prior to executing the training.

e. Commanders will conduct an annual Command Climate Assessment (CCA) between 01 August and 30 November. The annual CCA will include a Defense Equal Opportunity Climate Survey (DEOCS), which will begin NLT 31 October. Within 30 days of completion, commanders will communicate the findings to their unit and then to their next higher commander. Commanders will prepare a CCA summary and develop a proactive action plan to take corrective action or sustain success upon receipt of survey results. Change of Command CCAs should not include a DEOCS, provided one had been administered to the organization in the last year. Unit commanders must conduct a Change of Command CCA within 90 days after assumption of command. During a Change of Command CCA, unit commanders and organizational leaders must review the unit or organization's most recent Annual CCA and assess the previous commander or leader's progress in implementing the relevant actions in the comprehensive action plan, as well as consider other sources of data about command climate and the risk and protective factors for sexual assault and sexual harassment and other harmful behaviors as determined by the Secretary of Defense.

f. Commanders are responsible for coordinating with their unit Equal Opportunity Advisor to ensure all harassment allegations are recorded and tracked in the MEO Reporting System.

g. Commanders will annotate the evaluation reports of personnel with substantiated allegations of harassment with the appropriate non-support of MEO program remarks and box checks. Additionally, if the individual possesses a security clearance, commanders will ensure the security manager records the derogatory information as an incident report in the Joint Personnel Adjudications System, or subsequent system, in accordance with AR 380-67.

h. All personnel serving under JTF-SB have the right to present a complaint without fear of intimidation, reprisal, or retaliation. Individuals who believe they have been subjected to reprisal or retaliation should report the matter through their chain of command, MEO professional, Sexual Harassment/Assault Response and Prevention Coordinator, or the Inspector General. Commanders will ensure that personnel are protected from reprisal IAW the provisions of DoDD 7050.06 and AR 600-20, para. 6-7.

7. Point of contact for this policy is the JTF-SB Equal Opportunity Program Manager at (315) 772-6711.

  
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