



DEPARTMENT OF THE ARMY
U.S. ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, U.S. ARMY GARRISON FORT HUACHUCA
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AMIM-HUG-ZA (100)

6 August 2025

MEMORANDUM FOR United States Army Garrison (USAG) Fort Huachuca

SUBJECT: POLICY 25-86, Military Equal Opportunity & Army Harassment Prevention

1. REFERENCES.

- a. Army Regulation (AR) 600-20, Command Policies, 6 February 2025.
- b. Secretary of the Army, Army Harassment Prevention and Response Policy, 30 March 2020.
- c. Memorandum, HQ USAICoE, ATZS-CG, 6 March 2023, subject: POLICY 23-06 – Treatment of Persons (Hazing and Bullying).
- d. AR 690-12 (Civilian Personnel Equal Employment Opportunity Programs), 6 February 2025.
- e. Army Directive (AD) 2025-10 (Army Civilian Harassment Prevention and Response Program), 18 June 2025.

2. PURPOSE. To establish policy for the Installation Military Equal Opportunity (MEO) Program and Army Harassment Prevention Program.

3. BACKGROUND. In accordance with (IAW) AR 600-20, Army Directives, and policies, the MEO Program formulates, directs, and sustains a comprehensive effort to maximize human potential and ensure fair treatment for all persons, based solely on merit, fitness, and capability in support of readiness. Every member of the Army, whether a DA Civilian or a uniformed service member, 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.

4. POLICY & SCOPE. I expect our workforce to maintain high standards of conduct and professionalism at all times. This means treating every member of our team with fairness, dignity, and respect. This is non-negotiable. Failure to meet standards undermines the Army values and diminishes our ability to execute the Garrison mission. Everyone is empowered to enforce standards and intervene when necessary. I expect everyone to promote a climate free of discrimination and harassment. Furthermore, a fair and positive work environment keeps our Garrison on the ethical, moral, and legal high ground which makes Fort Huachuca an exceptional place to work and be valued as

a part of the team. Together, we must ensure that attitudes, behaviors, and practices that adversely affect teamwork, unit cohesion, and individual performance are quickly identified and eliminated. I am committed to providing equal opportunity and fair treatment on this installation. I will afford an environment free from discrimination and harassment. I expect all leaders on this installation to eliminate prejudice, verbal abuse, harassment, discriminatory practices, and behaviors that undermine teamwork, loyalty, and the shared sacrifices of the men and women of America's Army.

a. MEO.

(1) Commanders are the Equal Opportunity (EO) Officers of their unit. Commanders may appoint Equal Opportunity Leaders to assist with these responsibilities. Commanders are responsible for implementing equal opportunity policies together with personnel management policies, procedures, practices, and actions that impact employment, assignments, promotions, training, and professional development. Commanders will identify barriers that violate equal opportunity, engage unfavorable perceptions of inequality, and communicate high standards of conduct to their subordinates. Commanders will take appropriate action when incidents of discrimination occur.

(a) All personnel should attempt to resolve issues of discriminatory actions at the lowest possible level of the command. Individuals can elevate their concerns through the chain of command or other agencies when inappropriate behaviors continue after an attempt at resolution, and/or discriminatory behavior is tacitly condoned or encouraged within the chain of command. In the event a Soldier or Family member wishes to file an MEO complaint, procedures for doing so located at Enclosure 1.

(b) Civilian personnel employed by any organization within the Department of Defense (DoD) will report employment discrimination IAW DoD directives, policies, and law through the Equal Employment Opportunity Office (EEO) in accordance with AR 690-12 and AD 2024-11.

b. Harassment Prevention.

(1) Every member of the Army is expected to treat all persons with dignity and respect. 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 Uniform Code of Military Justice (UCMJ) or other applicable adverse administrative consequences; while DA Civilians may be subject 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. Individuals who experience forms of reprisal or retaliation will report incidents to the Inspector General (IG).

(a) Hazing and bullying can include physical interaction, non-physical interaction, and interactions using 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. The forms of harassment and definitions are attached at Enclosure 2.

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

(c) 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.

c. Training is the cornerstone of success for EO. MEO training and reports IAW regulatory guidance are mandatory. Commanders will ensure all members of their organizations participate in MEO training according to regulatory guidance, directives, and policies. 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.

d. Army Heritage Month (AHM) activities are conducted to promote cohesion, teamwork, and Esprit de Corps within the total Army force. I expect Commanders to support Army Heritage Month activities and all personnel who desire to participate in the AHM activities will be given a reasonable opportunity to do so.

5. PROPONENT. The proponent of this policy is the Military Equal Opportunity Office at (520) 533-5305.

6. This policy supersedes Policy 24-86 Military Equal Opportunity, 1 August 2024.

2 ENCLS

1. Procedures for Processing MEO and Harassment Complaints
2. Treatment of Persons Definitions and Guidance



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Procedures for Processing Military Equal Opportunity (MEO) and Harassment Complaints

1. The MEO and Harassment complaint system addresses complaints that allege unlawful discrimination and harassment which includes hazing, bullying, online misconduct, and discriminatory harassment. Prior to pursuing a MEO complaint, Soldiers, Cadets, and Family members should make attempts to solve concerns at the lowest possible level within an organization.

2. Types of Complaints:

a. Anonymous - complainant remains unidentified and may be handled as either a formal or informal complaint. The commander will determine if sufficient information is provided to proceed as either an informal or formal complaint. In the event there is not a sufficient amount of information to initiate an informal or formal complaint, the commander will at a minimum document the complaint in a Memorandum for Record and maintain a copy on file.

b. Informal - complainant does not wish to file a complaint in writing. An informal complaint can be resolved directly by the complainant addressing the offending party, a peer, the MEO professional, or another person in or outside the complainant's chain of command. Informal complaints should be resolved within 60 calendar days. Actions and resolution taken to resolve issues before involving the commander or MEO professional are not tracked in the MEO database nor are they reviewed by the MEO professional.

c. Formal - complaint is filed in writing and are sworn to by the complainant as to the accuracy of the information. Formal complaints are filed with the organization or unit's Military Equal Opportunity Advisor. Formal complaints follow specific procedures, are subject to regulatory timelines, and must include documentation of the actions taken.

3. Should a Soldier or Family member wish to initiate a formal complaint, they have 60 calendar days from the date of the alleged incident to file the formal complaint. This time limit is established to allow for prompt inquiry or investigation that ensures reasonable availability of witnesses, accurate recollection of specific events, and preservation of evidence relevant to the complaint and allegations. If a complaint is received more than 60 calendar days after the alleged incident, the commander may investigate the allegations or appoint an investigating officer.

4. All members of this command will be protected from reprisal or retaliation for filing MEO complaints. No management official or service member may take or threaten to

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take an unfavorable personnel action, or to withhold or threaten to withhold a favorable action, in reprisal against any person for filing a complaint. Should a person be threatened with such an act, or should an act of reprisal occur, it must be reported to the Office of the Inspector General.

5. Service Members who knowingly submit a false MEO complaint (a complaint containing information or allegations that the complainant knew to be false) may be subject to punishment under the Uniform Code of Military Justice or have adverse administrative action taken against them.

Treatment of Persons Definitions and Guidance

1. All acts of harassment are prohibited. Victims of harassment, and/or maltreatment are encouraged to report incidents to their chain of command, unit Equal Opportunity Advisor, or Inspector General's office. Reported incidents of hazing or bullying allegations will be investigated and substantiated incidents are punishable under the UCMJ. All complainants and victims will be protected from acts or threats of reprisal and/or retaliation.

2. Forms of Harassment:

a. Hazing – A form of harassment that includes conduct through which Soldiers or Army Civilian professional employees (who haze Soldiers), 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 Soldiers 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 Army Civilian professional 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 Soldiers or Army Civilian professionals, 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 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 (including pregnancy), national origin, or sexual orientation.

d. Other Acts of Misconduct – misconduct may or may not meet the definitions above for hazing or bullying yet may violate the dignity and respect of others.