



**DEPARTMENT OF THE ARMY**  
JOINT BASE MYER – HENDERSON HALL  
204 LEE AVENUE  
FORT MYER, VIRGINIA 22211-1199

IMMH-EO

JUN 29 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Joint Base Myer-Henderson Hall (JBM-HH) Policy Memorandum EO-4, Treatment of Persons (Hazing and Bullying)

1. REFERENCES.

- a. DoD Instruction 1020.03 (Harassment Prevention and Response in the Armed Forces), 8 Feb 18.
- b. Army Regulation 600-20 (Army Command Policy), 6 Nov14.
- c. Army Regulation 15-6 (Procedures for Investigating Officers and Boards of Officers), 2 Oct 06.

2. PURPOSE. To provide guidance on the treatment of persons (hazing and bullying) on JBM-HH.

3. APPLICABILITY. These procedures are applicable to all Service Members and civilians assigned to and/or under the operational control of JBM-HH.

4. POLICY. Hazing and bullying are fundamentally in opposition to Army values and are prohibited. Hazing and bullying undermine mission performance and create an environment that impairs morale and interferes with the work productivity of its victims and their co-workers. These behaviors will not be tolerated, and violators of this policy are subject to adverse administrative action and/or disciplinary action. Anyone who is subject to such acts by supervisors, co-workers, or subordinates should make it clear that such behavior is inappropriate and unwelcome. All such behavior must be immediately reported to the chain of command or through other appropriate channels.

5. PROCEDURES.

- a. Hazing and bullying includes both physical and non-physical interactions. Hazing typically involves conduct directed at new members of an organization or individuals who have recently achieved a career milestone. It may result from any form of initiation, "rite of passage," or congratulatory act that includes unauthorized conduct, including, but not limited to physically striking another while intending to cause or causing the infliction of pain or other physical marks such as bruises, swelling, broken bones,

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internal injuries; piercing another's skin in any manner; forcing or requiring the consumption of excessive amounts of food, alcohol, drugs, or other substances; or encouraging another to engage in illegal, harmful, demeaning, or unauthorized dangerous acts. Additional examples of hazing and bullying are defined in AR 600-20 para 4-19, of reference 1a.

b. Responsibilities.

(1) Command. Subordinate commanders will publish a treatment of persons policy. Statements will be consistent with the Army policy, include the local command's commitment to prevention of hazing and bullying, and reaffirm that these behaviors will not be tolerated. The command policy will explain how and where to file complaints and will state that all complainants will be protected from acts or threats of reprisal. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing or bullying allegations that are reported to a commander will be investigated in accordance with the informal board procedures set forth in AR 600-20 para 4-2 of reference 1a. or as a commander's inquiry. All reports of hazing and bullying will be coordinated with the unit Equal Opportunity (EO) Advisor to ensure that the allegations are recorded and tracked in the Equal Opportunity Reporting System.

(2) Individual:

(a) Advise the command of any incidents of hazing and bullying.

(b) Treat all persons with dignity and respect.

(c) Report hazing or bullying to the unit commander, law enforcement, or Inspector General.

c. Training requirements. On at least an annual basis, commanders will conduct hazing and bullying training as part of the Equal Opportunity training requirements related to promoting a healthy unit climate.

d. Command options. This policy is punitive in nature. Service members who violate this policy are subject to adverse administrative action and/or punishment under the Uniform Code of Military Justice. Civilian employees who violate this policy are subject to disciplinary action. Commanders should seek the advice and counsel of their legal advisor when taking actions pursuant to this policy.

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6. PROPONENT. The JBM-HH EO Office is the proponent for this policy. The point-of-contact is the Equal Opportunity Advisor at commercial (703) 696-2964/8729 or DSN 426-2964/8729.



KIMBERLY A PEEPLES  
COL, EN  
Commanding

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