



DEPARTMENT OF THE ARMY
JOINT BASE MYER - HENDERSON HALL
204 ARLINGTON AVENUE.
FORT MYER, VA 22211-1114

AMIM-MHG-EO

MEMORANDUM FOR All Joint Base Myer – Henderson Hall Personnel

SUBJECT: Joint Base Myer-Henderson Hall (JBM-HH) Policy Memorandum EO-3,
Treatment of Persons (Hazing, Bullying, and Discriminatory Harassment)

1. REFERENCES.

- a. Army Regulation 600-20, (Army Command Policy), 6 February 2025.
- b. DOD Instruction 1020.03, Harassment Prevention and Response in the Armed Forces, Change 3, 17 January 2025.
- c. Marine Corps Order (MCO) 5354.1G, Marine Corps Prohibited Activities and Conduct (PAC) Prevention, 31 May 2025.
- d. Army Directive 2024-11 (Army Civilian Harassment Prevention and Response Program, 12 December 2024.
- e. DOD Instruction 1020.04 Harassment Prevention and Response for DoD Civilian Employees, Change 1 17 January 2025.

2. PURPOSE. To provide guidance on the treatment of persons (Hazing, Bullying, and Discriminatory Harassment) 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. Harassment in any form is fundamentally in opposition to dignity and respect and are prohibited. Hazing, bullying, and discriminatory harassment whether online or in-person, 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.

- a. Forms of Harassment.

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(1) Hazing. A form of harassment that includes conduct through which servicemembers or DOD employees 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 DOD employees. Hazing can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

(2) Bullying. A form of harassment that includes acts of aggression by servicemembers or DOD 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.

(3) Discriminatory Harassment. A form of harassment that is unwelcome conduct based on race, color, religion, sex (including pregnancy), national origin, age (40 years or older), marital status, disability, genetic information, sexual orientation.

(4) 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.

(5) Online misconduct. The use of electronic communication to inflict harm. Electronic communication is the transfer of information (signs, writing, images, sounds, or data) transmitted by computer, phone or other electronic device. Electronic communications include, but are not limited to text messages, emails, chats, instant messaging, screensavers, blogs, social media sites, electronic device applications, and Web/video conferencing. Examples of online misconduct include, but are not limited to hazing, bullying, harassment, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermines dignity and respect. When using electronic communication devices, servicemembers should apply "Think, Type, and Post".

(a) "Think" about the message being communicated and who could potentially view it.

(b) "Type" a communication that is consistent with military values.

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(c) "Post" only those messages that demonstrate dignity and respect for self and others.

(6) The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both. Harassment does not include properly directed command activities that serve a legitimate purpose, or the requisite training activities required to prepare for such activities.

b. Responsibilities:

(1) Command. Subordinate commanders will publish a treatment of persons policy. Statements will be consistent with the military service specific regulations, include the local command's commitment to prevention of hazing, bullying and discriminatory harassment, 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, bullying, and discriminatory harassment allegations that are reported to a commander will be investigated in accordance with military specific regulations and guidelines or as a commander's inquiry in accordance to the Uniform Code of Military Justice (UCMJ). All reports of hazing, bullying and discriminatory harassment will be coordinated with the service specific Equal Opportunity Advisor to ensure that the allegations are recorded and tracked in the Equal Opportunity Reporting System.

(2) Individual:

(a) Inform the command of any incidents of hazing, bullying, and discriminatory harassment.

(b) Treat all persons with dignity and respect.

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

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

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d. Command options. This policy is punitive in nature. Servicemembers who violate this policy are subject to adverse administrative action and/or punishment under the UCMJ. 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.

6. 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.

KEITH P. SANDOVAL
COL, AV
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