



DEPARTMENT OF THE ARMY
HEADQUARTERS, JOINT READINESS TRAINING CENTER AND FORT POLK
6661 WARRIOR TRAIL, WOODFILL HALL
FORT POLK, LOUISIANA 71459-5339

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Joint Readiness Training Center (JRTC) and Fort Polk Policy 1 – Trust, Dignity, Respect, and Service Member and Family Welfare

1. References.

- a. Army Regulation (AR) 600-20, Army Command Policy
- b. AR 15-6, Procedures for Investigations and Boards of Officers
- c. AR 350-1, Army Training and Leader Development

2. Intent. The intent of this policy is to present my expectation that every Soldier and Civilian assigned or attached to the Joint Readiness Training Center (JRTC) and Fort Polk will foster an environment of trust and treat others with dignity and respect.

3. Command Responsibility. Commanders, leaders, and supervisors are charged with knowing, implementing, and enforcing AR 600-20, and its policies related to generating trust, treating others with dignity, and creating an atmosphere of mutual respect. Commanders will post a written command policy in their unit areas.

a. Command Climate. The chain of command in each unit is responsible for establishing a command climate where Soldiers can serve safely and thrive within the profession of arms. Commanders are ultimately responsible for the atmosphere and culture of their organizations.

b. Inclusion. Leaders, at all levels, will be held accountable for fostering a climate of inclusion within their organizations to support diversity, be free from harassment, and not tolerate retaliation for those reporting allegations of harassment. No personnel may retaliate against a victim, an alleged victim, or another member of the Armed Forces based on the individual's reporting or planning to report a criminal offense. Also, they must not attempt to discourage an individual from reporting a criminal offense.

4. Commanders Requirements Regarding Corrosive Behaviors. Effective service in our Army depends on the behavior of a fit, disciplined, cohesive, and well-led force. It is imperative that every member is able to contribute to mission accomplishment by serving in an environment that is free from discrimination, sexist behaviors, maltreatment, hazing,

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bullying, and any other form of abusive behavior. Hazing, bullying, initiations, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited.

a. Training. Commanders will conduct annual training to prevent hazing and bullying as part of their Equal Opportunity training requirements. Civilian employees will continue to complete annual EEO/Anti-Harassment and No Fear training.

b. Reporting. Allegations of hazing or bullying may be reported to the commander, law enforcement, or the installation Inspector General's office. Reports will be investigated in a timely manner by the command, either through an informal AR 15-6 Investigation or as a Rule for Courts-Martial 303 Commander's Inquiry as appropriate. Civilians also have the option of reporting allegations to the Fort Polk Equal Employment Opportunity Office.

c. Online Conduct. Commanders and leaders will reinforce a climate where personnel understand that online misconduct is inconsistent with Army Values. Personnel experiencing or witnessing online misconduct should promptly report it to the chain of command/supervisor. Alternative avenues for reporting include: Family Support Services, Military Equal Opportunity, Equal Employment Opportunity, Sexual Harrassment/Assault Response and Prevention, and Army Law Enforcement. When using electronic communication devices, Army should apply "Think, Type, and Post."

5. Commander's Responsibility for Soldier's Well Being. Commanders are responsible for periodic visits to Soldier's residences every six months and within 30 days of a scheduled pick-up of household goods to ensure their welfare and that of their Family members. All visits will be coordinated with the Servicemember prior to execution. Command visits to off-post housing are strictly voluntary and refusal is subject to non-reprisal policy. Commanders and all personnel participating in a residence visit will receive an annual legal briefing from their assigned legal advisor prior to executing any visits pursuant to this policy.

6. Application. Anyone witnessing behavior inconsistent with this policy must intervene appropriately to correct the situation and report the situation through the chain of command. Commanders, leaders, and supervisors will foster a safe and effective environment built on trust mutual respect.

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7. This policy remains in effect until superseded or rescinded.

8. The point of contact for this policy is the Installation Equal Opportunity Advisor at (337) 531-1911 or the Fort Polk EEO Office at (337) 531-1799.



DAVID W. GARDNER
Brigadier General, USA
Commanding

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