



DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON  
4551 LLEWELLYN AVENUE, SUITE 5000  
FORT GEORGE G. MEADE, MARYLAND 20755-5000

IMME-EO

OCT 11 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort George G. Meade Policy Memorandum #13, Treatment of Persons  
(Hazing and Bullying)

1. REFERENCE.

- a. Army Regulation 600-20, (Army Command Policy, 6 November 2014)
- b. Army Regulation 15-6 (Procedures for Administrative Investigations and Boards of Officers, 1 April 2016)

2. PURPOSE. To provide guidance to Fort George G. Meade Installation personnel on the Treatment of Persons (Hazing and Bullying).

3. APPLICABILITY. These guidelines are applicable to all service members and Civilians employees assigned to and/or under the operational control of Fort George G. Meade Garrison.

4. POLICY. Hazing and bullying are fundamentally in opposition to our values and are prohibited. 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 unwelcomed. All such behavior will be immediately reported to the chain of command or through other appropriate channels.

5. SCOPE. Hazing and bullying can include both physical and nonphysical 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, 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 outlined in AR 600-20, para 4-19 of reference 1.a.

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6. COMMAND RESPONSIBILITIES. Subordinate commanders will publish a treatment of persons policy. 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 using a preliminary inquiry, administrative investigation or a board of officers, as applicable under AR 15-6. All reports of hazing and bullying will be coordinated with the unit Equal Opportunity Advisor to ensure that all allegations are recorded and tracked in the Equal Opportunity Reporting System.

7. INDIVIDUAL RESPONSIBILITIES. Individuals are responsible for the following:

- a. Advising the command of any incidents of hazing or bullying.
- b. Conducting themselves in accordance with this policy and treating all persons as they should be treated with dignity and respect.
- c. Reporting hazing or bullying to their commander, law enforcement, the Inspector General or other person or organization appropriate to receive such complaints.
- d. Respect the rights of others to raise complaints without fear of reprisal or retaliation for doing so.

8. TRAINING REQUIREMENTS. On at least an annual basis, commanders will conduct hazing and bullying training as part of the EO training requirements related to promoting a healthy unit climate.

9. COMMAND OPTIONS. 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.

10. PROPONENT. The point of contact is the Installation Equal Opportunity Advisor at (301) 677-6687.



ERICH C. SPRAGG  
COL, MI  
Commanding

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