



DEPARTMENT OF THE ARMY
DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER
PRESIDIO OF MONTEREY
MONTEREY, CALIFORNIA 93944-5000

ATZP-CDR

12 August 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #7 - The Army Harassment Prevention and Response Program (Hazing, Bullying, and Discriminatory Harassment)

1. REFERENCES:

- a. AR 600-20, Army Command Policy, 24 July 2020.
- b. AR 350-1, Army Training and Leader Development, 10 December 2017.
- c. AR 15-6, Procedures for Administrative Investigations and Boards of Officers, 01 April 2016.
- d. Secretary of the Army, Military Equal Opportunity and Army Harassment Prevention and Response Policy, 07 March 2022.

2. POLICY. I am committed to preventing harassment to include hazing, bullying, discriminatory harassment, online misconduct, and other misconduct. Every member of the Army 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. Service Members and 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 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).

3. SCOPE. 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 enclosed.

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4. RESPONSIBILITIES.

a. 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.

b. Service Members and 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. Equal Opportunity Advisors will ensure all allegations and findings are monitored and recorded in the Equal Opportunity Reporting system, regardless of the type of investigation.

d. 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.

5. This memorandum supersedes memorandum, HQ DLIFLC, ATZP-CDR, 16 July 2021, subject: Command Policy #7 - Treatment of Persons (Hazing and Bullying).

6. The point of contact for this memorandum is the DLIFLC MEO Office at (831) 242-4431/5442 or usarmy.pom.dliflc.mbx.military-equal-opportunity@army.mil.

Encl


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