



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

ATZP-CDR

24 November 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #7 - Treatment of Persons (Hazing and Bullying)

1. Reference: Army Regulation 600-20, Army Command Policy, 6 November 2014.
2. Purpose: To establish the Commander's policy on Treatment of Persons (hazing and bullying).
3. Applicability: This policy letter applies to all military personnel and their Family members assigned or attached to DLIFLC and POM.
4. Proponent: The proponent for this policy is the installation Equal Opportunity Advisor's Office, ATZP-EOA at (831) 242-5442/4431. This policy supersedes the previous policy letter on this subject, dated 5 November 2015.
5. The Army is a values-based organization where everyone is expected to do what is right by treating all persons with dignity and respect. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited. Every Service member and Civilian maintains the right to work and live in an environment free of hostility; therefore it is imperative that commanders and directors at all levels enforce the policy. All commanders and directors will ensure this policy is effectively communicated to every military member and Civilian employee under their command or supervision. Every member of the Chain of Command will ensure any complaints of hazing or bullying brought forward is protected from reprisal or retaliation.
6. Definitions.
  - a. Hazing: Any conduct whereby a Service member or members regardless of service, rank, or position, and without proper authority, recklessly or intentionally causes a Service member to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to participate in any such activity is also considered hazing. Hazing need not involve physical contact among or between military members or employees; it can be verbal or psychological in nature. Likewise, it need not be committed in the physical presence of the victim; it may be accomplished through written or phone messages, text messages, email, social media, or any other virtual, or electronic medium.

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b. Bullying: Bullying is any conduct whereby a Service member or members, regardless of service, rank, or position, intends to exclude or reject another Service member through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other Service member's dignity, position, or status. Absent outside intervention, bullying will typically continue without any identifiable end-point. Bullying may include an abuse of authority/ Bullying tactics include, but are not limited to, making threats, spreading rumors, social isolation, and attacking someone physically, verbally, or through the use of electronic media.

7. Scope: Hazing or Bullying is not limited to superior-subordinate relationships. Incidents may occur between peers or even, under certain circumstances, may involve actions directed towards senior military personnel by those junior in rank or grade to them (for example, a training instructor hazing a student who is superior in rank). Hazing and bullying is prohibited in formal as well as day-to-day military settings, to include off-duty or "unofficial" celebrations or unit functions.

8. Command responsibilities: Enforcement of this policy is the responsibility of commanders and supervisors at all levels. 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 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 15-6 or as a commander's inquiry.

9. Training: IAW AR 350-1 and AR 600-20, Commanders will conduct training on anti-hazing and anti-bullying as part of the EO training requirements related to promoting a healthy unit climate.

10. A copy of this memorandum will be posted on all official bulletin boards

11. The point of contact for the memorandum is the installation Equal Opportunity Office at (831) 242-5442/4431.



GARY M. HAUSMAN  
COL, MI  
Commanding

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