



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

ATZP-CDR

20 July 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy # 7 – Treatment of Persons (Hazing, Bullying, and Discriminatory Harassment)

1. References:

- a. Army Regulation 600-20, Army Command Policy, 24 July 2020.
 - b. CAC Policy Letter 3, Military Equal Opportunity, Sexual Harassment/Assault Response and Prevention Program and Treatment of Persons, 29 January 2021.
2. Purpose: To establish the Commander's policy on Treatment of Persons (hazing, bullying, and discriminatory harassment).
3. Applicability: This policy letter applies to all military personnel and their Family members assigned or attached to Defense Language Institute Foreign Language Center and Presidio of Monterey.
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 Command Policy # 2 – Equal Opportunity, 24 November 2018.

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 discriminatory harassment that undermine dignity and respect are fundamentally in opposition to our values and are prohibited. It is imperative that commanders and leaders at all levels enforce this policy. All commanders and leaders 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,

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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.

b. Bullying: 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 another 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 devices.

7. Scope: Hazing and 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 and bullying allegations that are reported to a commander will be investigated in accordance with the informal board procedures set forth in AR 15-6 as a commander's inquiry.

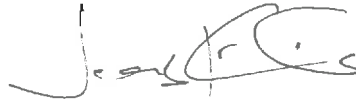
9. Training: IAW AR 350-1 and AR 600-20, commanders will conduct training on anti-hazing and anti-bullying as part of the EO training requirements related to promoting a healthy unit climate.

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

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11. The point of contact for this memorandum is the installation equal opportunity advisors, MSG Stephen Martinez at (831) 242-5442 or stephen.martinez.mil@mail.mil and SFC Marlo S. Almeida at (831) 242-4431 or marlo.s.almeida.mil@mail.mil.



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