



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

ATZP-CDR

29 July 2025

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, 6 February 2025.
- b. AR 350-1, Army Training and Leader Development, 1 June 2025
- c. AR 15-6, Procedures for Administrative Investigations and Boards of Officers, 22 June 2025.
- d. Secretary of the Army, Military Equal Opportunity and Army Harassment Prevention and Response Policy, 5 May 2025.

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.

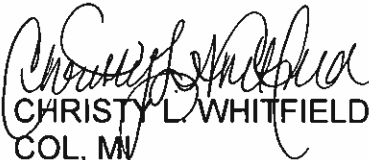
c. Equal Opportunity Advisors will ensure all allegations and findings are monitored and recorded in the Equal Opportunity Reporting system, regardless of the type of investigation.

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, 12 August 2024, subject: Command Policy # 7 – The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment).

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


CHRISTY L. WHITFIELD
COL, MW
Commanding

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Enclosure

Treatment of Persons Definitions and Guidance

1. All acts of harassment are prohibited. Victims of harassment, and/or maltreatment are encouraged to report incidents to their chain of command, unit Equal Opportunity Advisor, or Inspector General's office. Reported incidents of hazing or bullying allegations will be investigated and substantiated incidents are punishable under the UCMJ. All complainants and victims will be protected from acts or threats of reprisal and/or retaliation.

2. Forms of Harassment:

a. Hazing – A form of harassment that includes conduct through which Soldiers or DA Civilian employees (who haze Soldiers), without a proper military authority or other governmental purpose but with a nexus to military service, physically or psychologically injures or creates a risk of physical or psychological injury to Soldiers for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DA Civilian organization. Hazing can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

b. Bullying – a form of harassment that includes acts of aggression by Soldiers or DA Civilian employees, with a nexus to military service, with the intent of harming a Soldier either physically or psychologically, without proper military authority or other governmental purpose. Bullying is the exposure of an individual or group to physical and/or emotional aggression with the intent to cause distress or harm. Bullying may involve the singling out of an individual from his or her coworkers, or unit, for ridicule because he or she is considered different or weak. It often is indirect or subtle in nature and involves an imbalance of power between the aggressor and the victim. Bullying can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

c. Discriminatory Harassment – a form of harassment that is unwelcome conduct based on race, color, religion, sex (including pregnancy), national origin, or sexual orientation.

d. Other Acts of Misconduct – misconduct may or may not meet the definitions above for hazing or bullying yet may violate the dignity and respect of others. Additionally, acts of reprisal or retaliation, as defined in AR 600-20, paragraph 5-11 or other policy,

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regulations, or laws, and/or violations against persons as outlined in the UCMJ may violate the provisions of this paragraph.

e. Online Misconduct – The use of electronic communication to inflict harm. Electronic communication is the transfer of information (signs, writing, images, sounds, or data) transmitted by computer, phone, or other electronic devices. Electronic communications include, but are not limited to text messages, emails, chats, instant messaging, screensavers, blogs, social media sites, electronic device applications, and Web/video conferencing. Examples of online misconduct include, but are not limited to hazing, bullying, harassment, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermines dignity and respect. When using electronic communication devices, Army personnel should apply "Think, Type, and Post": "Think" about the message being communicated and who could potentially view it; "Type" a communication that is consistent with Army values; and "Post" only those messages that demonstrate dignity and respect for self and others.