



DEPARTMENT OF THE ARMY
US ARMY NATICK SOLDIER SYSTEMS CENTER
10 GENERAL GREENE AVENUE
NATICK, MA 01760-5002

12 October 2023

FCDD-NSS-C

MEMORANDUM FOR All Natick Soldier Systems Center (NSSC) Elements

SUBJECT: NSSC Policy Statement No. 10-2023, Harassment Prevention and Response Program

1. REFERENCES:

- a. Army Regulation (AR) 600-20 (Army Command Policy), 24 July 2020.
- b. Army Regulation 380-67 (Personnel Security Program), 22 January 2014.

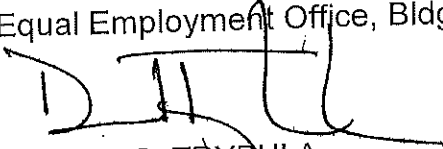
2. POLICY: This command is committed to preventing harassment, including hazing, bullying, discriminatory harassment, online misconduct, and other misconduct. These behaviors are fundamentally in opposition to the Army values and are prohibited. All NSSC personnel will be treated with dignity and respect, and all complainants will be protected from acts or threats of reprisal or retaliation. Leaders are expected to emphasize this policy and incorporate anti-harassment prevention and response ethos and training at all levels, in order to preserve the readiness of the force, trust, and cohesion within the organization.

3. DEFINITIONS: See Annex A.

4. REPORTING: Army personnel should report harassment (hazing, bullying, discriminatory harassment) to their commander, supervisor, and/or Military Equal Opportunity (MEO). Personnel should report cases of sexual assault and sexual harassment using the procedures described in the NSSC SHARP Policy and AR 600-20. Criminal behavior in violation of this policy should be reported to law enforcement. DA Civilian employees wishing to file a harassment complaint should seek assistance from the EEO office. Substantiated complaints will be reported as derogatory information in the Joint Personnel Adjudication System IAW AR 380-67.

5. This policy is punitive. Soldiers 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.

6. The proponent for this policy is the Equal Employment Office, Bldg. 1, Rm A106.


DAVID C. TRYBULA
Brigadier General, US Army
Commanding

Annex A: Definitions

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. Soliciting, coercing, or knowingly permitting another to participate, solicit or coerce such conduct, may be considered hazing. Soldiers will be held responsible for an act of hazing even if there was actual or implied consent from the victim, without regard to the Service, rank, status, or position of the victim. Examples of hazing are listed in AR 600-20, para. 4-19a(1).

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. Soliciting, coercing, or knowingly permitting another to participate, solicit or coerce such conduct, may be considered bullying. Soldiers will be held responsible for an act of bullying even if there was actual or implied consent from the victim, without regard to the Service, rank status, or position of the victim. Examples of hazing are listed in AR 600-20, para. 4-19a(2).

Discriminatory harassment: A form of harassment that is unwelcome conduct based on race, color, religion, sex (including gender identity), national origin, or sexual orientation.

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 device. 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 hazing are listed in AR 600-20, para. 4-19a(5).

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Not hazing or bullying: When authorized by the chain of command and/or operationally required, the following activities do not constitute hazing or bullying:

- a. The physical and mental hardships associated with operations or operational training.
- b. Lawful punishment imposed pursuant to the UCMJ.
- c. Administrative corrective measures, including verbal reprimands and command-authorized physical exercises.
- d. Extra military instruction or corrective training that is a valid exercise of military authority intended to correct a Soldier's deficient performance in accordance with AR 600-20, para. 4-6.
- e. Physical training (PT) and remedial PT.
- f. Other similar activities that are authorized by the chain of command and conducted in accordance with this or another applicable regulation.