



DEPARTMENT OF THE ARMY
3RD INFANTRY DIVISION SUSTAINMENT BRIGADE
2015 GULICK AVENUE BLDG 728A
FORT STEWART GA 31314

AFZP-VS-CDR

22 June 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Brigade Policy Letter Number 05 – Harassment Prevention and Response Program.

1. Reference. AR 600-20, Army Command Policy, 24 July 2020.

2. Applicability/Scope. This policy memorandum implements The Army Harassment Prevention and Response program in accordance with AR 600-20, paragraph 4-19 and applies to all Dogface Soldiers and Department of Army (DA) Civilians assigned or attached to United States Army 3rd Infantry Division Sustainment Brigade (3DSB). However, it does not apply to DA Civilians wishing to file a harassment complaint; they should seek assistance with their Equal Employment Opportunity (EEO) Office. This policy covers hazing, bullying, discriminatory harassment, online misconduct as well as other acts of misconduct. This policy is punitive in nature and violators may be punished under the Uniformed Code of Military Justice or subject to administrative action.

3. Policy. 3DSB is a values-based organization where everyone is expected to do what is right and to treat all persons as they should be treated – with dignity and respect. 3DSB personnel are expected to treat all people with respect in all aspects of life and forms of communication (for example, online or in person). This command is committed to preventing these types of actions and I expect Army Leaders (Military and DA Civilians) to lead by example and do what is right to prevent abusive treatment of others. Hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct undermine trust, violate our ethic, and negatively impact command climate and readiness. These types of actions are prohibited and are not tolerated either in 3DSB or anywhere else in this Army.

a. Harassment.

(1) 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.

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Hazing is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without proper military authority or other governmental purposes:

(a) Any form of initiation or congratulatory act that involves physically striking, beating, paddling, whipping, or burning another person in any manner or threatening to do the same.

(b) Pressing any object into another person's skin, regardless of whether it pierces the skin, such as "pinning" or "tacking on" of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object.

(c) Oral or written berating of another person with the purpose of belittling or humiliating.

(d) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts.

(e) Playing abusive or malicious tricks.

(f) Excessive physical exercise.

(g) Confinement to restricted areas, isolation, or sleep-deprivation.

(h) Immersion in noxious substances.

(i) Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person.

(j) Subjecting another person to excessive or abusive use of water and forcing another person to consume food, alcohol, drugs, or any other substance.

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.

(2) 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

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be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

Bullying is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without a proper military authority or other governmental purpose:

- (a) Physically striking another person in any manner or threatening to do the same.
- (b) Intimidating, teasing, name calling, mockery, threats of violence, harassment, taunting, social exclusion, isolating, manipulating, blackmailing, and spreading rumors in which there is often a power differential, whether by rank, position, physical stature, social standing or other measures, between the aggressor (one or more) and the victim (one or more).
- (c) Oral or written berating of another person with the purpose of belittling or humiliating.
- (d) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts.
- (e) Playing abusive or malicious tricks.
- (f) Branding, handcuffing, duct taping, tattooing, shaving, greasing, painting, hitting, spitting, shoving another person.
- (g) Subjecting another person to excessive or abusive use of water and forcing another person to consume food, alcohol, drugs, or any other substance.
- (h) Degrading or damaging another's property or reputation.

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.

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

(4) 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

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other policy, regulation or law, and/or violations against persons as outlined in the UCMJ may violate the provisions of this paragraph.

(a) Harassment is prohibited in all circumstances and environments, including off-duty and "unofficial" unit functions and settings.

(b) Harassment is not limited to superior-subordinate relationships. They may occur between peers or, under certain circumstances, may involve actions directed toward senior personnel by those junior in rank, grade, or position to them.

(c) Incidents involving sexual assault, harassment, or discrimination must be addressed in accordance with the full display of laws, regulations, and policies pertaining to such allegations. In all cases, appropriate responding and investigative procedures will be followed.

(5) 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 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.

(a) Commanders and leaders are to reinforce a climate where current and future Army personnel, including Soldiers and DA Civilian employees understand that online misconduct is inconsistent with Army values and where online-related incidents are prevented, reported, and where necessary addressed at the lowest possible level.

(b) Personnel experiencing or witnessing online misconduct should promptly report matters to the chain of command/supervision. Alternative avenues for reporting and information include: Family Support Services, Military Equal Opportunity, Equal Employment Opportunity, Sexual Harassment/Assault Response and Prevention, and Army Law Enforcement.

(6) The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both. Harassment does not include properly directed command activities that serve a legitimate purpose, or the requisite training activities required to prepare for such activities. When authorized by the chain of command and/or operationally required, the following activities do not constitute hazing or bullying:

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(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, paragraph 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.

4. Consistent with AR 600-20 Paragraph 4-5, 3DSB commanders and leaders are to reinforce a climate where current and future 3DSB personnel, including Soldiers and DA Civilian employees understand that online misconduct is inconsistent with Army values and where online related incidents are prevented, reported, and where necessary addressed at the lowest possible level. It is the responsibility of all personnel experiencing or witnessing online misconduct to report the matter to the Chain of Command or Supervisor. Alternative avenues for reporting and information include: Family Support Services, Military Equal Opportunity, (MEO), EEO Office (DA Civilians), Sexual Harassment/Assault Response and Prevention, and Army Law Enforcement

5. A training and awareness program coupled with appropriate disciplinary measures is key to the elimination of hazing and bullying. Commanders at all levels are responsible for ensuring all supervisors, Soldiers, DA Civilians, and Family members are aware of what constitutes hazing and bullying and the available avenues of redress.

6. Personnel who report incidents are protected from acts of threats, reprisal, and retaliation. Commanders will report allegations of criminal behavior of The Army Harassment Prevention and Response program (hazing, bullying, and discriminatory harassment) to law enforcement.


7. Every member of this command must make it his or her priority to ensure everyone is treated with dignity and respect, on and off post. We must work together to eliminate actions and behaviors that undermine trust, violate our ethic, and negatively impact command climate and readiness. I expect Leaders, Soldiers, and DA Civilians to continue to reinforce a climate that is consistent with the Army Values and where behaviors violating this policy are prevented, reported, and where necessary addressed at the lowest possible level.

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8. Expiration Date. This policy is effective immediately and will remain in effect until suspended, revoked, or superseded.

9. Proponent. The 3DSB MEO Office is the proponent staff agency for this policy memorandum. Questions concerning this policy should be directed to the 3DSB MEO office at 912-767-3251.


JENNIFER MCDONOUGH
COL, LG
Commanding

DISTRIBUTION:

Commander, Division Sustainment Troops Battalion

Commander, 87th Division Sustainment Support Battalion