



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON STUTTGART
UNIT 30401
APO AE 09154-0401

AMIM-SGG-EO

11 June 2021

MEMORANDUM FOR Military Personnel and Family Members Assigned or Attached to USAG Stuttgart

SUBJECT: USAG Stuttgart Command Policy Letter #39, Military Equal Opportunity and Harassment Prevention and Response Program

1. REFERENCE: Army Regulation (AR) 600-20 (Army Command Policy)
2. PURPOSE AND INTENT: I am absolutely committed to enforcing the Military Equal Opportunity (MEO) and Harassment Prevention and Response Program. I will not tolerate hazing, bullying, or discriminatory harassment on duty, off duty, on base, off base, or online
3. APPLICABILITY: This policy applies to all Military Personnel and Family Members assigned or attached to USAG Stuttgart.
4. POLICY GUIDANCE: If you are unsure if an action violates standards, you may utilize the following definitions or consult with your Chain of Command, an Equal Opportunity Leader (EOL), or an Equal Opportunity Advisor (EOA). Misconduct may not meet the definitions below, yet may still violate the dignity and respect of others.
 - a. Hazing - a form of harassment that includes conduct through which Soldiers or Department of Army Civilian (DAC) 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 any of the following purposes: initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DAC organization.
 - b. Bullying - a form of harassment that includes acts of aggression by Soldiers or DAC 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.

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

d. Online Misconduct - a form of misconduct that uses 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 the following: 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 the following: 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.

5. If you believe you have experienced or witnessed an act that violates this policy, you have a variety of response options, detailed below.

a. Solving issues at the lowest level through direct intervention, bystander intervention, or leadership involvement is always the most desirable method. Actions and resolutions taken with others before involving commanders or the EOA are not required to be processed through the MEO and Harassment Prevention and Response Program complaint process, as detailed below.

b. Informal Complaint. An Informal Complaint is one that a Soldier, cadet, or Family Member does not wish to file in writing on a DA Form 7279 (Equal Opportunity and Harassment Complaint Form). Informal complaints may be resolved directly by the complainant addressing the offending party, a peer, or another person in or outside the complainant's chain of command or NCO chain of command, or the EOA. Those issues that can be taken care of informally might be resolved through problem identification and clarification of issues, discussion, recognition of inappropriate or misleading behavior, and a willingness to change. Actions and resolutions taken with others before involving commanders or the EOA are not tracked or reviewed by the EOA. When practical, an informal complaint should be resolved within 60 calendar days. Informal complaints may be processed the EOA.

c. Formal Complaint. A Formal Complaint is one that a complainant files in writing using a DA Form 7279 and swears to the accuracy of the information. Formal complaints require specific actions, are subject to timelines, and require documentation of the actions taken. MEO and harassment complaints are received by MEO

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professionals (MEO Program Manager, MEO SGM, MEO Advisor, and MEO Specialist) or Regular Army/US Army Reserve (RA/USAR) commanders. Formal complaints cannot be received by EOL's.

d. Anonymous Complaint. An Anonymous Complaint is one where the complainant remains unidentified may be handled as either an informal or a formal complaint. The commander will determine if sufficient information is provided to proceed as either an informal or formal complaint. The commander will be identified as the complainant on the DA Form 7279. If the complaint is processed as an informal complaint, the commander will determine if informing the entire command or part of the organization of the actions taken is appropriate.

6. You are protected from reprisal or retaliation for making, preparing to make, or being perceived as making a complaint or protected communication through the MEO and Harassment Prevention and Response Program. Reprisal and retaliation are defined below.

a. Reprisal - taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation against a Soldier or Family Member for making or preparing a formal MEO complaint; against a DAC employee for engaging in activity in opposition to perceived discrimination; or against an alleged subject under investigation.

b. Retaliation - any person subject to the Uniform Code of Military Justice (UCMJ) who wrongfully takes or threatens to take an adverse personnel action, or wrongfully withholds or threatens to withhold a favorable personnel action with the intent to discourage or retaliate against any person for reporting or planning to report a criminal offense, or making, or planning to make a protected communication.

7. The point of contact for this policy letter is the USAG Stuttgart Equal Opportunity Advisor, SFC Pierre Y. Boynton, Building 2948, Room 410, at DSN 314-596-3756.


MATTHEW T. ZIGLAR
COL, CA
Commanding