



**DEPARTMENT OF THE ARMY  
INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, U.S. ARMY GARRISON ALASKA  
1046 MARKS ROAD #6000  
FORT WAINWRIGHT, ALASKA 99703-6000**

AMIM-AKG-ZA

**AUG 21 2023**

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Military Equal Opportunity (MEO) Harassment Prevention and Response and Complaint Procedures (USAG Alaska Policy #3)**

**1. References:**

a. Army Regulation 600-20, Army Command Policy, Chapter 6, 24 July 2020.

b. Army Regulation 690-600, Equal Opportunity Discrimination Complaints, 9 February 2004.

**2. Purpose: To provide to the USAG Alaska the Commander's guidance concerning the U.S. Army's MEO and Harassment Program.**

**3. People are our most important and precious resource. All members of this command will respect others as individuals and treat everyone with dignity and respect. Everyone will have an equal opportunity to rise to the highest level of rank and position based on merit, fitness, capability, and potential.**

**4. Discrimination is any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, religion, sex (to include gender identity), sexual orientation, or national origin. The use of disparaging terms to degrade or connote negative statements pertaining to race, color, gender, gender identity, sexual orientation, national origin, or religion constitutes unlawful discrimination, regardless of whether these terms are expressed as verbal statements, printed material, visual material, signs, posters, or insignia.**

**5. Hazing, bullying, and discriminatory harassment of people or their property is prohibited. Allegations of harassment will be addressed swiftly, individually, and in light of their circumstances. Hazing, bullying, online misconduct, and other acts of misconduct, undermine trust, violate our ethic, and negatively impact command climate and readiness**

**6. All Soldiers, Family members, and DA civilians have the right to:**

a. Present a complaint to this command, through the chain of command, EEO office, or to me directly, without fear of intimidation, reprisal, retaliation, or harassment.

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b. Communicate with their supervisor and the USAG Alaska chain of command about their complaint.

c. Receive assistance in submitting a complaint.

d. Receive training on the Army's EO complaint and appeals process.

7. Attempts should be made to resolve equal opportunity concerns at the lowest level possible. However, if low-level resolution fails, the situation escalates, or is too malicious to resolve at a low-level, the complaint processing system defines a process for resolution.

a. **Anonymous Complaints:** Complaints where the complainant remains unidentified, may be handled as either an informal or a formal complaint and entered in the MEO database as such. The commander will determine if sufficient information is provided to proceed as either an informal or formal complaint.

b. **Informal Complaints:** An informal complaint is one that a Soldier, cadet, or Family member does not wish to file in writing on a DA Form 7279. 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's chain of command, or the MEO professional. 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 MEO professionals are not tracked in the MEO database nor reviewed by the MEO professional. When practical, an informal complaint should be resolved within 60 calendar days.

c. **Formal Complaints:** 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.

8. I encourage the processing of EO complaints through the chain of command; however, other channels are also available. Supervisors will ensure that all employees are familiar with the Army's policy on sexual assault and that contact information for the local EEO office is publicly posted. Alternate reporting channels include the Inspector General, Staff Judge Advocate, Chaplain, and housing referral office.

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9. No member of this command may take or threaten to take an unfavorable personnel action or withhold a favorable action in reprisal against any person for filing a complaint. Any acts or threats of reprisal or retaliation should be immediately reported to the chain of command, Inspector General, or Staff Judge Advocate.


10. I am personally committed to the Army's EO Program and demand nothing less from the military and civilian personnel within this command. Commanders must emphasize that diversity makes us stronger as we pursue our mission as warfighters and service providers.

11. Expiration Date: This policy memorandum will remain in effect until canceled or superseded in writing.

12. This policy supersedes USAG Alaska Policy #3, subject: Command Equal Opportunity, dated 23 August 2021 and USAG Alaska Policy #4, subject: Treatment of Others (Hazing and Bullying), dated 23 July 2021.

13. Proponent: Questions concerning this policy should be directed to the Equal Opportunity Advisor at 907-353-9264.

Encl  
Prohibited Acts of Harassment

  
JASON A. COLE  
CDL, LG  
Commanding

DISTRIBUTION:  
A (All)

## Prohibited Acts of 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. 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.

## Prohibited Acts of Harassment Continued

k. Forcing another person to consume food, alcohol, drugs, or any other substance.

l. 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 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 proper military authority or other governmental purposes:

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.

h. Forcing another person to consume food, alcohol, drugs, or any other substance.

## Prohibited Acts of Harassment Continued

i. Degrading or damaging another's property or reputation.

j. 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 paragraph 5 – 11 or 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.

## Prohibited Acts of Harassment Continued

- 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.