DEPARTMENT OF THE ARMY
HEADQUARTERS, III CORPS AND FORT HOOD
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AFZF-CG

COMMANDING GENERAL'S POLICY LETTER # 19

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Treatment of Fellow Soldiers

1. REFERENCES.

a. Army Regulation (AR) 600-20, Army Command Policy, paragraph 4-19, 6 November 2014.

b. AR 380-67, Personnel Security Program, 24 January 2014.

2. APPLICABILITY. This policy applies at all times and in all locations to all service members assigned to, attached to, or performing duties in units or activities assigned, attached, stationed, based, or otherwise located on the Fort Hood military reservation. This includes, but is not limited to, units and service members conducting maneuvers, training, maintenance, or other duties on the Fort Hood military reservation. It also applies to all service members physically present within the limits of the Fort Hood military reservation. All service members assigned to, attached to, or performing duties in units or activities over whom Commander, III Corps and Fort Hood, exercises Senior Commander (SC) authority are also subject to this policy.

3. POLICY. We are members of the profession of arms and are all bound by the same professional ethic. I expect all Soldiers to treat one another with professional courtesy, whether that Soldier is a superior, peer, or subordinate. Simply put, treat others as you would want to be treated, with dignity and respect.

a. I am committed to the prevention of hazing and bullying. The Army Values define our character as service members. Hazing, bullying, and other behaviors that undermine dignity and respect have no place in the military and will not be tolerated. For all service members, I explicitly forbid all acts of hazing or bullying as defined below and in AR 600-20, paragraph 4-19. For Soldiers, hazing and bullying are also explicitly prohibited by AR 600-20, paragraph 4-19.

b. Without fear of reprisal, individuals subjected to or aware of hazing and bullying should report such actions to their commander, law enforcement, or the Inspector

General. All who manifest courage in reporting acts or behaviors that undermine dignity and respect will be protected from acts or threats of reprisal.

c. Commanders are responsible for coordinating with their unit Equal Opportunity Advisor (EOA) to ensure that all hazing or bullying allegations are recorded and tracked in the Equal Opportunity Reporting System (EORS). Although administrative investigations into hazing or bullying are not EO investigations, EOAs will ensure that these incidents are recorded in EORS for tracking purposes. If a service member possesses a security clearance, commanders will ensure the security manager records the derogatory information as an incident report in the Joint Personnel Adjudication System (JPAS) (or subsequent system) in accordance with AR 380–67.

d. Every Army unit down to the company level will publish a treatment of persons policy. Commanders must consult with their legal advisor prior to publication.

e. On at least an annual basis, commanders will conduct hazing and bullying training as part of the EO training requirements related to promoting a healthy unit climate.

4. DEFINITIONS. For the purpose of this policy, the following definitions apply:

a. Hazing. Any conduct whereby a service member or members, regardless of service, rank, or position, and without proper authority, recklessly or intentionally cause(s) another service member to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to participate in any such activity is also considered hazing. Hazing need not involve physical contact among or between service members; it can be verbal or psychological in nature. Likewise, it need not be committed in the physical presence of the victim; it may be accomplished through written or phone messages, text messages, email, social media, or any other virtual or electronic medium. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator. Without outside intervention, hazing conduct typically stops at an identified end-point, such as at the conclusion of an improper "rite of passage."

b. Bullying. Bullying is any conduct whereby a service member or members, regardless of service, rank, or position, intends to exclude or reject another service member through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other service member's dignity, position, or status. Absent outside intervention, bullying will typically continue without any identifiable end-point. Bullying may include an abuse of authority. Bullying tactics include, but are not limited to, making threats, spreading rumors, social isolation, and attacking someone physically, verbally, or through the use of electronic media.

5. PUNITIVE ORDER. This policy is punitive and is intended to be a lawful general order within the meaning of Article 92, UCMJ. Violations of this policy or of AR 600-20, paragraph 4-19, a lawful general regulation, may result in punitive action under the UCMJ, adverse administrative action, or both.

6. EXPIRATION. This policy memorandum is in effect until superseded or rescinded.

SEAN B. MacFARLAND
LTG, U.S. Army
Commanding

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