



DEPARTMENT OF THE ARMY
HEADQUARTERS, 3RD BATTALION, 2ND AIR DEFENSE ARTILLERY REGIMENT
3906 MOW-WAY ROAD
FORT SILL, OKLAHOMA 73503

AFVL-RTB-BC

12 June 2019

MEMORANDUM FOR All Soldiers Assigned/Attached to the 3-2 ADA Battalion

SUBJECT: Policy Letter #11 – Treatment of Persons (Hazing and Bullying)

1. Reference: AR 600-20, Army Command Policy, dated 6 November 2014
2. Purpose. Establish the commander's policy on treatment of persons (hazing and bullying). This policy applies to all personnel within 3rd Battalion, 2nd Air Defense Artillery Regiment both on and off post, during duty and non-duty hours, and in working, living, and recreational environments.
3. Background. The Army has been, and continues to be, a values-based organization where everyone is expected to do what is right by treating others with dignity and respect. We are all members of the profession of arms and as professionals, it is vital that we uphold the values and standards of our Army. Hazing, bullying, and other demeaning behaviors that undermine dignity and respect are in opposition of those values and erode our organizational effectiveness and mission readiness. This command is committed to the prevention of hazing and bullying. These and other demeaning behaviors that violate this policy will not be condoned or tolerated. This policy is punitive and Soldiers who violate this policy may be subject to punishment under the Uniform Code of Military Justice.
4. Discussion. It is a leadership responsibility to ensure all Soldiers are treated with dignity and respect. All leaders will ensure that this policy is enforced and effectively communicated to all Soldiers under their supervision. Leaders will also ensure that any Soldier who reports an incident of hazing and bullying is protected from reprisal or retaliation.
 - a. Definitions:
 - (1) Hazing. Any conduct whereby a Servicemember or members regardless of service, rank, or position, and without proper authority, recklessly or intentionally causes a Servicemember 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 military members or employees; 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.

(2) Bullying. Any conduct whereby a Servicemember or members, regardless of service, rank, or position, intends to exclude or reject another Servicemember through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other Servicemember'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.

b. Scope. Hazing and bullying can include both physical and nonphysical interactions and are not limited to superior-subordinate relationships. They may occur between peers or, under certain circumstances, may involve actions directed towards senior personnel by those junior in rank, grade, or position to them. Examples of hazing and bullying are outlined in paragraph 4-19, AR 600-20. Hazing and bullying are prohibited in all cases, to include off-duty or "unofficial" celebrations or unit function, regardless of location.

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

(1) The physical and mental hardships associated with operations or operational training.

(2) Lawful punishment imposed pursuant to the UCMJ.

(3) Administrative corrective measures, including verbal reprimands and command-authorized physical exercises.

(4) Extra military instruction or corrective training that is a valid exercise of military authority needed to correct a Soldier's deficient performance in accordance with paragraph 4-6, AR 600-20.

(5) Physical training and remedial physical training.

(6) Other similar activities that are authorized by the chain of command and conducted in accordance with this or another applicable regulation.

5. Reporting. Commanders will immediately report allegations of criminal behavior to law enforcement. All other hazing or bullying allegations that are reported to the commander will be investigated in accordance with the informal board procedures set forth in AR 15-6 or as a commander's inquiry. Individuals may also report incidents of hazing to the Inspector General's office, and these incidents may be investigated by that office or referred to the command for investigation. Regardless of the type of

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investigation conducted into the hazing or bullying allegation (law enforcement, IG, or administrative). Commanders are responsible for coordinating with the Brigade Equal Opportunity Advisor to ensure that all hazing or bullying allegations are recorded and tracked in the Equal Opportunity Reporting System (EORS). If a Soldier possesses a security clearance, commanders will ensure the security manager records the derogatory information as an incident report in the JPAS (or subsequent system) in accordance with AR 380–67, Personnel Security Program, dated 24 January 2014.

6. Training. In relation to promoting a healthy command climate, commanders will conduct training on hazing and bullying as part of the EO training requirements. Training on hazing and bullying will be conducted annually at a minimum.

7. A copy of this policy will be permanently posted on unit bulletin boards. Unit Commanders will ensure each Soldier is briefed on the provisions and conditions of this policy during the Soldier's initial unit orientation.

LOURDES A. COSTAS
LTC, AD
Commanding