



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL  
455 MCNAIR AVENUE, SUITE 100  
FORT SILL, OKLAHOMA 73503

ATZR-C

*22 Jan 2021*

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CG Policy Memorandum #5D, Trust, Teamwork and Cohesion – No Hazing or Bullying Here

1. Reference. Army Regulation 600-20, Army Command Policy, 24 July 2020.
2. Policy. All persons are expected to treat one another with dignity and respect. Soldiers who violate this policy may be subject to punishment under the UCMJ.
3. Procedures. We are committed to the Army's policy of promoting the fair and equitable treatment of all persons through the prevention of incidents involving hazing and bullying. This policy applies to all Soldiers, Family Members, and DA Civilians at Fort Sill.
  - a. Hazing is any conduct whereby a Service Member or members recklessly or intentionally cause a Service Member to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Hazing need not involve physical contact; it can be verbal or psychological in nature and may be accomplished through written or phone messages, text messages, email, social media, or any other virtual or electronic medium.
  - b. Bullying is any conduct whereby a Service Member or members intend 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. Bullying tactics include, making threats, spreading rumors, social isolation, and attacking someone physically, verbally, or through the use of electronic media. Absent outside intervention, bullying will typically continue without any identifiable end-point.
  - c. Hazing, bullying, and other behaviors that undermine dignity and respect are prohibited. Everyone maintains the right to work and live in an environment free of hostility. The physical or mental injury caused by hazing and bullying damages unit readiness of the force. It further destroys trust and cohesion among Soldiers and Civilians. Commanders are responsible for protecting complainants of hazing or bullying from reprisal or retaliation. We will live and strive to improve a culture of values, fitness, resiliency and pursuit of excellence in the fundamentals so much that all teammates are excited to come to work every day.

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d. Victims of bullying, hazing, and maltreatment are encouraged to report incidents to their chain of command and/or appropriate Inspector General's (IG) office. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement.

e. Every commander, director and supervisor will set the appropriate example with regard to the prevention of bullying or hazing and will take proper action to create and sustain an environment that promotes dignity, respect, teamwork and trust. We will develop leaders and drive change.

4. The point of contact is the Inspector General's office at (580) 442-6007, 1613 Randolph Road. Office hours are 0900-1700.



KENNETH L. KAMPER  
Major General, USA  
Commanding

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