



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2ND BATTALION, 11TH INFANTRY REGIMENT
6649 VIBBERT AVENUE
FORT BENNING, GEORGIA 31905-6221

ATSH-TPB

24 August 2015

MEMORANDUM FOR 2ND Battalion (IBOLC), 11TH Infantry Regiment

SUBJECT: Policy Letter #3: Hazing and Bullying

1. References:

- a. Army Regulation 600-20, Army Command Policy, 6 November 2014.
- b. Chief of Staff of the Army Advisory Memorandum, Hazing, dated 13 January 2012

2. The Army is a values-based organization where everyone is expected to do what is right by treating all persons as they should be treated – with dignity and respect. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited. The very foundation of what we do depends on trust, and trust depends on the treatment of all Soldiers with dignity and respect by fellow Soldiers and leaders. Without this, our profession is placed in jeopardy, our readiness suffers and our mission success is at risk. Hazing and bullying, in any form, have no place in our Army and cannot be tolerated. Hazing and bullying are explicitly prohibited by Army Regulation 600-20 and the Uniform Code of Military Justice. Individuals who participate in, allow or condone hazing or bullying may be subject to disciplinary action that may include non-judicial punishment or court-martial. I recognize that leaders must enforce standards and exercise strong leadership and this may include organized team-building activities. This does not, however, allow for an activity that crosses the line and results in an abuse of power and deliberate humiliation. Effective leaders must never participate in, allow or condone hazing or bullying. I expect every member of 2-11 IN, military and civilian, to vigilantly guard against any form of hazing or bullying and to report any incident to the chain of command.

3. Cadre and student members of IBOLC will not engage in hazing or bullying of any kind. In accordance with AR 600-20, hazing is defined as “any conduct whereby one military member or employee, regardless of Service or rank, unnecessarily causes another military member or employee, regardless of Service or rank, to suffer or be exposed to an activity that is cruel, abusive, oppressive, or harmful.” Bullying is defined as “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.” Hazing and bullying have a negative impact on unit morale, cause Soldiers to suffer undue humiliation, and can cause serious injury or even death. Company Commanders will immediately report any incidents of alleged or potential violation to me through their individual chains of command.

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4. Soldiers who haze and bully are subject to administrative action in the form of corrective training, adverse counseling, letter of reprimand, non-judicial punishment or any other form of administrative action the command deems appropriate. In addition, extreme cases of hazing and bullying rising to the level of maltreatment could result in the command taking punitive action under Article 93, Uniform Code of Military Justice (UCMJ). Punishment may also be imposed for failure to obey an order under Article 90 and 92, UCMJ where appropriate.

5. As an inherent power of command, corrective training or instruction is a Company Commander's tool and must be conducted with command oversight. When corrective training is used, it must be directly related to the demonstrated deficiency. It must also be oriented to improving the Soldier's performance in his or her problem area. Such measures are training or instruction, not punishment. Corrective training should continue only until the training deficiency is overcome. Company Commanders, not individual Soldiers, are ultimately responsible for the proper administration of corrective training. Care should be taken at all levels of command to ensure that training and instruction are not used in an oppressive manner to evade the procedural safeguards of non-judicial punishment.

6. This policy is not intended to influence Company Commanders to take any particular administrative or punitive action for hazing or bullying, but merely to emphasize that these disciplinary tools are available should the Company Commander deem appropriate. Should administrative action or punitive action be taken, Company Commanders will consider the individual circumstances of each Soldier's case prior to deciding the nature and level of action to be taken.

7. POC is the Battalion Equal Opportunity Representative, SSG Villasana at 706-545-0145.



MATTHEW W. WEBER
LTC, IN
Battalion Commander