



**DEPARTMENT OF THE ARMY  
HEADQUARTERS, 199<sup>th</sup> INFANTRY BRIGADE  
6508 INDIANHEAD ROAD  
FORT MOORE, GEORGIA 31905**

ATSH-TP

23 January 2025

**MEMORANDUM FOR RECORD**

**SUBJECT: The 199<sup>th</sup> IN BDE Harassment Prevention and Response Program**

**1. REFERENCE.**

- a. Army Regulation (AR) 600-20 (Army Command Policy), 24 July 2020.
- b. AR 15-6 (Procedures for Administrative Investigations and Board of Officers), 1 April 2016.
- c. AR 380-67 (Personnel Security Program), 24 January 2014.
- d. AR 350-1 (Army Training and Leader Development), 10 December 2017

**2. PURPOSE.** To establish the commander's policy on Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment).

**3. APPLICABILITY.** This policy applies to all Soldiers, Department of the Army (DA) Civilian employees, and family members of the 199<sup>th</sup> Infantry Brigade community.

**4.** 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. Army personnel are expected to treat all people with respect in all aspects of life and forms of communication (for example, online or in person). Furthermore, Army personnel, especially those entrusted with the mantle of leadership (Military and DA Civilians), will lead by example and do what is right to prevent abusive treatment of others. Failure to do so brings discredit on the Army and may have strategic implications. Hazing, bullying, online misconduct, harassment and other acts of misconduct, undermine trust, violate our ethics, and negatively impact command climate and readiness. Paragraphs 4-19a (1) through (5) are punitive, and violators may be punished under the Uniform Code of Military Justice (UCMJ) or subject to administrative action.

**5. DEFINITIONS.**

a. 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.

b. 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.

c. Discriminatory harassment. A form of harassment that is unwelcome conduct based on race, color, religion, sex, national origin, or sexual orientation.

d. 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.

e. Additional information concerning conduct which constitutes hazing, bullying, online misconduct and discriminatory harassment is outlined in para 4-19, AR 600-20.

6. The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both.

a. The physical and mental hardships associated with operations or operational training.

b. Lawful punishment imposed pursuant to the UCMJ.

c. Administrative corrective measure, including verbal reprimands and/or command authorized physical exercise.

d. Extra military instruction or corrective training that is a valid exercise of military authority with the intent of improving Soldiers' deficient performance.

e. Physical training (PT) or remedial PT.

f. Other similar activities that are conducted in accordance with AR 600-20 or another applicable regulation.

7. SCOPE. Hazing, bullying, online misconduct and discriminatory harassment is not limited to superior-subordinate relationships. Incidents may occur between peers or even, under certain circumstances, may involve action directed towards senior military personnel by those junior in rank or grade to them (for example, a training instructor hazing a student who is superior in rank). Hazing, bullying, online misconduct and discriminatory harassment is prohibited in formal as well as day-to-day military settings, to include off-duty or "unofficial" celebrations or unit functions.

8. COMMAND RESPONSIBILITIES. This policy is punitive in nature. Service members who violate this policy are subject to adverse administrative action and/or punishment under the UCMJ. Civilian employees who violate this policy are subject to disciplinary action. Commanders should seek the advice and counsel of their legal advisor when taking actions pursuant to this policy. Commanders and supervisors at all levels will immediately report allegations of criminal behavior in violation of this policy to law enforcement. All other hazing, bullying, online misconduct and harassment allegations that are reported to a 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, bullying, online misconduct and harassment to the appropriate MCoE EO Program and these incidents will be referred to the command for investigation. Regardless of the type of investigation conducted into the hazing, bullying, online misconduct and harassment allegations (law enforcement, MEO, or administrative), all reports of hazing, bullying, online misconduct and harassment will be tracked at the MCoE EO Program. If a service member is alleged to have committed a hazing, bullying, online misconduct or harassment act possesses a security clearance, commanders will ensure the security manager records the derogatory information on that individual as an incident report in the JPAS (or subsequent system) in accordance with AR 380-67.

9. TRAINING. In accordance with AR 350-1, commanders will conduct annual training on hazing, bullying, online misconduct and discriminatory harassment as part of the Equal Opportunity training requirements related to promoting a healthy unit climate.

10. SUBORDINATE COMMAND POLICIES. Subordinate commanders at installation, unit, agency, and activity down to company, troop, or battery level will publish an Army Harassment Prevention and Response Program policy. Those policies will be consistent with the Army policy, include the command's commitment to prevention of hazing, bullying and harassment, and reaffirm that these behaviors will not be

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tolerated. The command policy will explain how and where to file complaints and explicitly state that all complainants will be protected from acts or threats of reprisal.

11. INDIVIDUAL RESPONSIBILITIES. Every service member and Civilian is responsible for the following:

a. Advising the command of any incidents of hazing, bullying, online misconduct and harassment.

b. Ensure that those who present their complaints to the command do so without fear of intimidation, reprisal, or harassment.

c. To report harassments call the MEOP Hotline at 706-545-6665

12. A copy of this Policy Memorandum will be permanently posted on all unit bulletin boards.

13. SUPERSESSION: This policy memorandum supersedes the 199<sup>th</sup> IN BDE Harassment Prevention and Response Program, dated 23 June 2023.

14. PROPONENT: The proponent for this policy is the 199<sup>th</sup> Infantry Brigade Equal Opportunity Professional at (706) 566-0375.

  
NEIL J. MYRES  
COL, IN  
Commanding

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