



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY MANEUVER CENTER OF EXCELLENCE
HENRY CARO NONCOMMISSIONED OFFICER ACADEMY
FORT BENNING, GEORGIA 31905-5000

ATZB-NC

13 MAR 2020

MEMORANDUM FOR All Personnel, Henry Caro Noncommissioned Officer Academy

SUBJECT: Treatment of Persons (Anti-Hazing/Anti-Bullying)

1. REFERENCE. Army Regulation 600-20 (Army Command Policy), 6 Nov 14.
2. PURPOSE. To establish the commander's policy on treatment of persons (anti-hazing and anti-bullying).
3. APPLICABILITY. This policy applies to all Soldiers and Department of the Army Civilian employees in the Fort Benning community.
4. TREATMENT OF OTHERS. The Army is a values-based organization where everyone is expected to do what is right by treating all persons with dignity and respect. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to Army values and are prohibited. Adherence to the professional Army ethic and its supporting individual values create an environment conducive to personal and professional growth. Every service member and civilian has the right to work and live in an environment free of hostility - therefore it is imperative that commanders and directors at all levels strictly enforce this policy. All commanders and directors will direct and ensure this policy is effectively communicated to every military member and civilian employee under their command or supervision. Every member of the chain of command will ensure anyone who submits a complaint regarding hazing or bullying is protected from reprisal or retaliation.
5. DEFINITIONS.
 - a. HAZING. Hazing is any conduct whereby a servicemember or members, regardless of service, rank, or position, and without proper authority, recklessly or intentionally cause a 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 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 messages, phone messages, text messages, e-mail, 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.

b. **BULLYING.** Bullying is any conduct whereby a service member or members, regardless of service, rank, or position, intend(s) 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/or attacking someone physically, verbally, or through the use of electronic media.

c. Additional information concerning conduct which constitutes hazing and/or bullying is outlined in para 4-19, AR 600-20.

6. **WHAT IS NOT HAZING/BULLYING.** When authorized by the chain of command and/or operationally required, the following activities do not constitute hazing or bullying:

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

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

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

d. Physical training (PT) or remedial PT.

e. Lawful punishment imposed pursuant to the Uniform Code of Military Justice (UCMJ).

f. The imposition of necessary or proper duties, and requirement that those duties be performed, even though the duties may be arduous, hazardous, or both.

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

7. **SCOPE.** Hazing or bullying 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 or bullying 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 or bullying 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 to the appropriate Inspector General's (IG) office and these incidents may be investigated by that office or referred to the command for investigation. Regardless of the type of investigation conducted into the hazing or bullying allegation (law enforcement, IG, or administrative), all reports of hazing and bullying will be tracked on the HQDA/TRADOC hazing/bullying tracker. If a service member is alleged to have committed a hazing/bullying 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 training on anti-hazing and anti-bullying as part of the Equal Opportunity training requirements related to promoting a healthy unit climate.

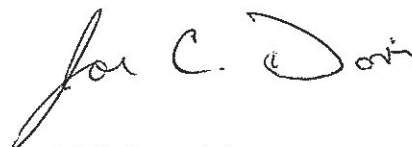
10. SUBORDINATE COMMAND POLICIES. Subordinate commanders at installation, unit, agency, and activity down to company, troop, or battery level will publish a treatment of persons policy. Those policies will be consistent with the Army policy, include the command's commitment to prevention of hazing and bullying, and reaffirm that these behaviors will not be 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 or bullying.
- b. Ensure that those who present their complaints to the command do so without fear of intimidation, reprisal, or harassment.

12. SUPERSESSION: This policy memorandum supersedes Policy Memorandum 600-20-12, 18 December 2017, same subject.

13. The point of contact for this memo is SFC Ronnie R. Schooley, NCOA EOL at 706-545-0227 / ronnie.r.schooley.mil@mail.mil



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