



DEPARTMENT OF THE ARMY
5TH BATTALION, 5TH AIR DEFENSE ARTILLERY REGIMENT
3416 BABCOCK ROAD
FORT SILL, OKLAHOMA 73503

AFVL-RJB-BC

17 June 2025

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 4: Treatment of Persons (Hazing and Bullying)

1. References. AR 600-20, Para. 4-19, Army Command Policy, 24 July 2020.
2. Policy. The Army is a values-based organization where everyone is expected to treat others with dignity and respect. Hazing, bullying, and other demeaning behaviors that contradict the Army values and erode our organizational effectiveness and mission readiness. We will not tolerate hazing, bullying or other demeaning behaviors that violate this policy.
3. Discussion. Commanders will ensure that anyone who reports incidents of hazing and bullying are protected from reprisal or retaliation. This policy is punitive. Soldiers who violate this policy may be subject to punishment under the Uniform Code of Military Justice.
4. Scope. Hazing and bullying can include both physical and nonphysical interactions and are not limited to superior-subordinate relationships. They may occur peer-on-peer or may involve actions directed towards senior personnel by personnel junior 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 and unofficial celebrations or unit functions, regardless of location.
5. Reporting. Commanders will immediately report allegations of criminal behavior to law enforcement. All hazing or bullying allegations that are reported to a commander will be investigated in accordance with the preliminary inquiry or investigative 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. Regardless of the type of 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 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.
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.

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7. Proponent. The proponent for this policy is the 31st ADA Brigade Equal Opportunity Office. Point of contact is the Brigade Equal Opportunity Advisor at DSN (580) 558-1090.

DEWAYNE L. DEENER
LTC, AD
Commanding