



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL  
455 MCNAIR AVE, SUITE 100  
FORT SILL, OKLAHOMA 73503-9016

AUG 23 2022

ATZR-C

MEMORANDUM FOR SEE DISTRIBUTION

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

1. Reference.

- a. Army Regulation 600-20, Army Command Policy, 24 July 2020.
- b. Department of Defense (DOD) Instruction 1020.03, Harassment Prevention and Response in the Armed Forces, 8 February 2018. Incorporating Change 1, Effective 29 December 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. 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 the Fires Center of Excellence and Fort Sill (FCoEFS).

3. Procedures.

- a. Individuals are responsible for advising their command of unlawful discrimination or harassment and providing the command an opportunity to take appropriate action to resolve issues.
- b. Discrimination, Discriminatory Harassment, Other acts of Misconduct or Online Misconduct.
- c. Harassment which includes hazing and bullying.

(1) Hazing is a form of harassment that includes conduct through which Soldiers or DA Civilian employees (who haze Soldiers), without 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.

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(a) Hazing is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without proper military authority or other governmental purposes

(b) Any form of initiation or congratulatory act that involves physically striking, beating, paddling, whipping, or burning another person in any manner or threatening to do the same;

(c) Pressing any object into another person's skin, regardless of whether it pierces the skin, such as "pinning" or "tacking on" of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object

(d) Oral or written berating of another person with the purpose of belittling or humiliating;

(e) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts;

(f) Playing abusive or malicious tricks;

(g) Excessive physical exercise;

(h) Confinement to restricted areas, isolation, or sleep-deprivation;

(i) Immersion in noxious substances;

(j) Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person;

(k) Subjecting another person to excessive or abusive use of water; and

(l) Forcing another person to consume food, alcohol, drugs, or any other substance.

(2) Bullying is 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

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be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

(a) Bullying is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without a proper military authority or other governmental purpose:

(b) Physically striking another person in any manner or threatening to do the same;

(c) Intimidating, teasing, name calling, mockery, threats of violence, harassment, taunting, social exclusion, isolating, manipulating, blackmailing, and spreading rumors in which there is often a power differential, whether by rank, position, physical stature, social standing or other measures, between the aggressor (one or more) and the victim (one or more);

(d) Oral or written berating of another person with the purpose of belittling or humiliating;

(e) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts;

(f) Playing abusive or malicious tricks;

(g) Branding, handcuffing, duct taping, tattooing, shaving, greasing, painting, hitting, spitting, shoving another person;

(h) Subjecting another person to excessive or abusive use of water;

(i) Forcing another person to consume food, alcohol, drugs, or any other substance; and

(j) Degrading or damaging another's property or reputation.

(k) Soliciting, coercing, or knowingly permitting another to participate, solicit or coerce such conduct, may be considered bullying. Soldiers will be held responsible for an act of bullying even if there was actual or implied consent from the victim, without regard to the Service, rank status, or position of the victim.

4. FCoEFS Soldiers work to prevent any form of prejudice or harassment. If they hear or see it going on, they quickly intervene to correct the situation and, if appropriate, report it up the chain of command. Or they report it to the alternative agencies of MEO, Inspector General, Religious Services, Provost Marshal, Medical agency, Staff Judge Advocate, SHARP, or Housing.

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5. Although addressing MEO complaints through the chain of command is advised, it will not serve as the only channel to resolve complaints. Commanders ensure that anyone can present an MEO complaint without fear of threats, intimidation, or adverse action. Reprisal or Retaliation against an individual with an MEO complaint will not be tolerated.

6. The ability to effectively address MEO complaints in a fair manner enhances trust in organization. Trust, Teamwork and Cohesion are essential to our readiness and a positive quality of life. FCoEFS leaders will ensure that our command climate at all levels sustains these three important concepts.

7. This CG Policy Memorandum supersedes CG Policy Memorandum, ATZR-C 21 June 2021, subject: CG Policy Memorandum #5 D, Trust, Teamwork and Cohesion – No Hazing or Bullying Here

8. The point of contact for this memorandum is the MEO office at (580) 442-6968, Building 2442 Crane Ave. The office hours are 0900-1700 and can be reached 24/7 on the MEO Hotline at (580) 483-6648.



KENNETH L. KAMPER  
Major General, USA  
Commanding

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