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U.S. ARMY INSTALLATION MANAGEMENT COMMAND
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AMIM-SIG-ZA (600-20a1)

13 June 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Military Equal Opportunity Complaint Procedures and Harassment Prevention and Response Program, GC Policy Memorandum 24-09

1. References.

- a. AR 600-20 (Army Command Policy)
- b. AR 380-67 (Personnel Security Program)

2. Applicability. This policy memorandum applies to all United States Army Garrison, Fort Sill Soldiers, dependents, and civilian employees both on and off post, during duty and non-duty hours, and in working, living, and recreational environments.

3. This command is committed to preventing and eliminating harassment (including hazing, bullying, discriminatory harassment, online misconduct, and other misconduct). Commanders at all levels are responsible for eliminating harassment within their formations. Harassment has a negative impact on readiness and the physical or mental injury caused by harassment damages the medical readiness of the force. It further destroys trust and cohesion among Soldiers and erodes the foundation of the Army values and Warrior Ethos.

4. In accordance with reference "1a" above, paragraph 4-19a. Harassment consists of;

a. **Hazing.** A form of harassment that includes conduct through which Soldiers or Department of the Army (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.

(1) 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:

(a) 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;

(b) 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;

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

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

(e) Playing abusive or malicious tricks;

(f) Excessive physical exercise;

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

(h) Immersion in noxious substances;

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

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

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

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

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 with electronic devices or communications, and by other means including social media, as well as in person.

(1) 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:

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

(b) 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);

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

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

(e) Playing abusive or malicious tricks;

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

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

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

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

(2) 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.

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

(1) Harassment is prohibited in all circumstances and environments, including off-duty and “unofficial” unit functions and settings.

(2) Harassment is not limited to superior-subordinate relationships. They may occur between peers or, under certain circumstances, may involve actions directed toward senior personnel by those junior in rank, grade, or position to them.

(3) Incidents involving sexual assault, harassment, or discrimination must be addressed in accordance with the full display of laws, regulations, and policies pertaining to such allegations. In all cases, appropriate responding and investigative procedures will be followed.

d. Other acts of misconduct. Misconduct may or may not meet the definitions above for hazing or bullying yet may violate the dignity and respect of others. Additionally, acts of reprisal or retaliation, as defined in reference 1a above, paragraph 5–11 or other policy, regulation, or law, and/or violations against persons as outlined in the Uniform Code of Military Justice may violate the provisions of this paragraph.

(1) 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 another 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.

(2) Commanders and leaders are to reinforce a climate where current and future Army personnel, including Soldiers and DA Civilian employees understand that online misconduct is inconsistent with Army values and where online-related incidents are prevented, reported, and where necessary addressed at the lowest possible level.

(3) Personnel experiencing or witnessing online misconduct should promptly report matters to the chain of command/supervision. Alternative avenues for reporting and information include Family Support Services, Military Equal Opportunity (MEO), Equal Employment Opportunity (EEO), Sexual Harassment/Assault Response and Prevention, and Army Law Enforcement.

5. Victims of harassment and maltreatment are encouraged to report incidents to their chain of command and/or the unit Equal Opportunity Leader or Advisor. These incidents

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may be investigated by the chain of command. All complainants will be protected from acts or threats of reprisal.

6. Commanders are responsible for coordinating with the unit Equal Opportunity Advisor (EOA) or Civilian EEO representative to ensure that all harassment allegations are recorded and tracked regardless of the type of investigation conducted into the allegation (law enforcement or administrative). EOAs will ensure that these incidents are recorded in the MEO Database for tracking purposes. For authenticated incidents of harassment, commanders will ensure the security manager records the derogatory information as an incident report in the Joint Personnel Adjudications System (or subsequent system) in accordance with reference 1b above for all Soldiers/Civilians who possess a security clearance.

7. Reference 1a above, 4-19a (1-5), identified in section 4d of this policy, is punitive and violations may be punished under the UCMJ or subject to administrative actions.

8. The proponent for this policy is the Installation Equal Opportunity Office, at (580) 442-3127.



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Commanding

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