



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY CADET COMMAND
1ST CAVALRY REGIMENT ROAD
FORT KNOX, KENTUCKY 40121-5123

ATCC-EO (600-1b)

DEC 1 2 2022

MEMORANDUM FOR

Commander, All Units Reporting Directly to this Headquarters
Deputy Chiefs of General Staff and Chiefs of Special Staff Offices, HQ USACC

SUBJECT: Policy Memorandum 07 – The Army Harassment Prevention and Response Program

1. References.

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

2. 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, 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 and discriminatory harassment of people or their property is prohibited; allegations of harassment will be addressed swiftly, individually and in light of their circumstances. Hazing, bullying, online misconduct and other acts of misconduct undermine trust, violate our ethics and values, and negatively impact command climate and readiness.

3. AR 600-20, paragraph 4-19 provides definitions of hazing, bullying, discriminatory harassment, on-line misconduct and other acts of misconduct. The regulation allows behavior that violates these definitions to be punished under UCMJ.

a. Hazing. A form of harassment that includes conduct through which Soldiers, Cadets or DA Civilian employees 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

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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 communication, 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, Cadets, 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 communication, 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 (including gender identity), national origin or sexual orientation.

d. **On-line 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 on-line misconduct include, but are not limited to: hazing, bullying, harassment, discriminatory harassment, stalking, retaliation or any other type of misconduct that undermines dignity and respect.

e. **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 AR 600-20, paragraph 5-11, other policies, regulations or law, and/or violations against persons as outlined in the UCMJ may violate the provisions of this paragraph.

4. A training and awareness program coupled with appropriate disciplinary measures is key to the elimination of hazing and bullying. Commanders at all levels are responsible for ensuring all supervisors, Soldiers, DA Civilians, Cadets and Family members are aware of what constitutes hazing and bullying and the available avenues of redress. On an annual basis, harassment training will be conducted in combination with the annual MEO training requirement IAW AR 350-1.

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5. Commanders will immediately report allegations of criminal behavior in violation of this policy to law enforcement. Individuals should report incidents of harassment (hazing, bullying, and/or discriminatory harassment) to their commander/supervisor, the MEO professional, the installation 24/7 MEO and Harassment Hotline, or law enforcement. All complainants will be protected from acts or threats of reprisal. Regardless of the type of investigation conducted into the harassment allegation (law enforcement, IG, or administrative), commanders are responsible for coordinating with the Equal Opportunity Advisor (EOA) to ensure that all harassment allegations are reported and recorded. If a Soldier possesses a security clearance, commanders will ensure the security manager records substantiated violations as an incident report in the JPAS (or subsequent system) in accordance with AR 380-67.

6. Every member of this command must make it his or her priority to ensure everyone is treated with dignity and respect, on and off-post. We must work together to eliminate actions and behaviors that undermine trust, violate our ethics and values, and negatively impact command climate and readiness. I expect leaders, Soldiers, Cadets, and DA Civilians to continue to reinforce a climate that is consistent with the Army Values and where behaviors against this policy are prevented, reported, and where necessary addressed at the lowest possible level.

7. The proponent for this policy is the Equal Opportunity office at 502-624-3565.



ANTONIO V. MUNERA
Major General, USA
Commanding