



DEPARTMENT OF THE ARMY
HEADQUARTERS, III CORPS AND FORT HOOD
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**COMMANDING GENERAL'S
POLICY LETTER # 5**

JUN 05 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Treatment of Persons (Hazing, Bullying, and Online Misconduct)

1. References:

- a. Army Regulation (AR) 600-20 (Army Command Policy), 6 November 2014.
- b. All Army Activities (ALARACT) Message 058/2018 (Professionalization of Online Conduct), 24 July 2018.

2. Purpose: To prevent incidents of hazing, bullying, and online misconduct to promote the fair and equitable treatment of all persons. This policy applies to all Soldiers, active or reserve, assigned or attached to III Corps and Fort Hood units, to include Soldiers performing duties in units or activities assigned, attached, stationed, based, or otherwise located on the Fort Hood military reservation. This policy further applies to Soldiers physically present within the limits of the Fort Hood military reservation. All Service members assigned to, attached to, or performing duties in units or activities over whom Commander, III Corps and Fort Hood, exercises Senior Commander (SC) authority are also subject to this policy. This policy applies both on- and off-post, during duty and non-duty hours and applies to working, living, and recreational environments (including on- and off-post housing).

3. Policy: III Corps policy requires that everyone is expected to treat all persons with dignity and respect. Soldiers who violate this policy may be subject to punishment under the UCMJ. We are members of the profession of arms and are all bound by the same professional ethic. I expect all Soldiers to treat one another with professional courtesy, whether that Soldier is a superior, peer, or subordinate. Simply put, treat others as you would want to be treated, with dignity and respect.

- a. I am committed to the prevention of hazing, bullying, and online misconduct. The Army Values define our character as Service members. Hazing, bullying, and other behaviors that undermine dignity and respect have no place in the military and will not be tolerated. For all Service members, I explicitly forbid all acts of hazing, bullying, or online misconduct as defined below and in AR 600-20.

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b. Without fear of reprisal, individuals subjected to or aware of hazing, bullying, and/or online misconduct should report such actions to their commander, law enforcement, or the Inspector General. All who manifest courage in reporting acts or behaviors that undermine dignity and respect will be protected from acts or threats of reprisal.

c. Hazing is any conduct whereby a Service member or members, regardless of service, rank, or position, and without proper authority, recklessly or intentionally cause(s) another 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 Service members; 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 or phone messages, text messages, email, 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, such as at the conclusion of an improper "rite of passage."

d. Bullying is any conduct whereby a Service member or members, regardless of service, rank, or position, intends 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 attacking someone physically, verbally, or through the use of electronic media.

e. Online misconduct is the use of electronic communication to inflict harm. Examples include, but are not limited to: harassment, bullying, hazing, stalking, discrimination, retaliation, or any other types of misconduct that undermine dignity and respect of another person(s). This covers all electronic communication through 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.

f. Hazing, bullying, online misconduct and other behaviors that undermine dignity and respect are prohibited. Everyone maintains the right to work and live in an environment free of hostility. The physical or mental injury caused by hazing, bullying,

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and online misconduct damages unit readiness. It further destroys trust and cohesion among Soldiers. Commanders are responsible for protecting complainants of hazing, bullying, and online misconduct from reprisal or retaliation.

g. Victims of hazing, bullying, online misconduct, and maltreatment are encouraged to report incidents to their chain of command and/or the appropriate Inspector General's (IG) office. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing, bullying, and online misconduct allegations that are reported to a commander will be properly investigated. Commanders will also provide unit Equal Opportunity Advisors with required case details to update and track case information with the Equal Opportunity reporting System (EORS).

h. Every commander, director, and supervisor will set the appropriate example with regard to the prevention of hazing, bullying, and online misconduct and will take proper action to create and sustain an environment that promotes dignity, respect, teamwork, and trust.

i. On at least an annual basis, commanders will conduct hazing, bullying, and online misconduct training as part of the EO training requirements related to promoting a healthy unit climate.

(1) Commanders will incorporate unit-level annual military equal opportunity (MEO) training, in combination with training on the prevention of hazing, bullying, online misconduct, retaliation, and reprisal, into the overall training plan for the unit.

(2) Annual MEO training will be conducted face-to-face. Commanders will determine the duration, location, and means for conducting training. Unit leaders will lead the training and may use MEO professionals as available and necessary.

4. Punitive Order. This policy is punitive and is intended to be a lawful general order within the meaning of Article 92, Uniform Code of Military Justice (UCMJ). Violations of this policy or of AR 600-20, paragraph 4-19, a lawful general regulation, may result in punitive action under the UCMJ, adverse administrative action, or both.

5. This III Corps and Fort Hood Command Policy Memorandum supersedes Command Policy Letter 4, dated 23 August 2017. This policy will remain in effect until superseded or rescinded.

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6. The point of contact is the EO SGM at 254-287-6242.

A handwritten signature in black ink, appearing to read 'R. White', written in a cursive style.

ROBERT P. WHITE
Lieutenant General, USA
Commanding

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