



**U.S. DEPARTMENT OF DEFENSE  
HAZING PREVENTION AND RESPONSE  
IN THE ARMED FORCES**

**Department of Defense Summary Report on  
Hazing in the Armed Forces**

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**REPORTING PERIOD:  
December 23, 2015 - April 25, 2016**



The estimated cost of report for the Department of Defense is approximately \$6,480 for the 2016 Fiscal Year.  
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## **I. EXECUTIVE SUMMARY**

This report is submitted pursuant to requests by the Committees on Armed Services of the United States Senate and House of Representatives. Senate Report 114-255 (page 157), accompanying S. 2943, the National Defense Authorization Act for Fiscal Year 2017, requests the Secretary of Defense provide a report on the Department of Defense's (DoD) implementation of the Government Accountability Office (GAO) recommendations on hazing in the Armed Forces to the Committees on Armed Services of the Senate and House of Representatives.

House Report 114-537 (page 149), accompanying H.R. 4909, requests the Secretary of Defense provide a briefing to the Committee on Armed Services of the House of Representatives on the implementation of the changes outlined in the December 23, 2015, "Hazing and Bullying Prevention and Response in the Armed Forces" policy memorandum. This report will address the House Report requirement and includes the following key elements:

- Updates on the Department's progress in implementing the December 23, 2015, "Hazing and Bullying Prevention and Response in the Armed Forces" policy memorandum, including an analysis and assessment of hazing data submitted by the Military Departments.
- Updates to the implementation of GAO recommendations in the "Actions Needed to Increase Oversight and Management Information of Hazing Incidents Involving Service members" report and DoD's progress.

## **II. HAZING OVERSIGHT AND COMPLIANCE**

Prevention of hazing falls under the purview of the Office of the Under Secretary of Defense for Personnel and Readiness. The Under Secretary of Defense for Personnel and Readiness formed the DoD Hazing and Bullying Prevention and Response Working Group with leadership from the Office of the Secretary of Defense's (OSD) Office of Diversity Management and Equal Opportunity (ODMEO), supported by the Office of the Assistant Secretary of Defense for Readiness, and representatives from the Defense Equal Opportunity Management Institute (DEOMI), the Military Departments, the National Guard Bureau (NGB), and the United States Coast Guard.

This report provides a summary of the Military Departments' hazing report inputs, OSD assessments of Service report inputs, recommendations for a comprehensive approach towards preventing and responding to incidents of hazing in the Armed Forces, as well as associated next steps for implementation.

### III. SECRETARY OF DEFENSE HAZING POLICY OVERVIEW

On December 23, 2015, the Department issued the “Hazing and Bullying Prevention and Response in the Armed Forces” policy memorandum. Highlights of the policy are as follows:

**Policy.**<sup>1</sup> *Hazing erodes mission readiness and will not be tolerated in DoD. Treating each other with dignity and respect is an essential element of the morale of our Nation’s Armed Forces and the welfare of our Soldiers, Sailors, Airmen, Marines, and DoD civilian employees. There are many time-honored traditions in our Services, but hazing is not among them and has no place in our force. Hazing involves so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm in order to achieve status or inclusion in a military or DoD civilian organization. Hazing is unacceptable and prohibited in all circumstances and environments, including off-duty or in “unofficial” unit functions and settings with a nexus to military service. Ubiquitous social media and near real-time electronic communications have fundamentally changed how we interact with others, both individually and in groups. The prohibition on hazing extends to such misconduct committed via electronic communications.*

Additionally, the policy memorandum provides enterprise-wide guidance on prevention training and education, as well as requirements for tracking and reporting incidents of hazing. Incidents of hazing that may involve allegations of sexual assault, sexual harassment, or discrimination<sup>2</sup> must be addressed in accordance with the full panoply of laws, regulations, and policies pertaining to such allegations.

The guidance further states that the Military Departments and the NGB shall promulgate appropriate punitive regulations prohibiting Service members from engaging in hazing. In addition, the heads of all DoD Components shall review their policies and procedures regarding civilian employee service to ensure that employees who engage in hazing are subject to appropriate corrective and/or disciplinary action.

**Definition of Hazing.** The aforementioned policy provides updated definitions of hazing and bullying and examples of activities likely to be considered problematic. It mandates standardized incident tracking and reporting that will inform preventive training and education.

The memorandum states that in DoD hazing is: *Conduct through which a military member(s), or a DoD civilian employee(s), intentionally, without a proper military or other governmental purpose, but with a nexus to military service or DoD civilian employment, physically or psychologically injures or creates a risk of physical or psychological injury to one or more military members for the purpose of initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization. Hazing includes, but is not limited to, the following when performed without a proper military or other governmental purpose: any form of initiation or congratulatory act that involves physically striking another in an injurious manner or manner endangering the health or safety of another, or threatening to do the same; pressing any object*

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<sup>1</sup> Deputy Secretary of Defense Memorandum on Hazing and Bullying Prevention and Response in the Armed Forces, December 23, 2015

<sup>2</sup> Incidents of assault or other type of harassment may be categorized as hazing

*into another person's skin, regardless of whether it pierces the skin (e.g., "pinning" or "tacking" on of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object); oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning, or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; or, subjecting to excessive or abusive use of water or the forced consumption of food, alcohol, drugs, or any other substance.*

Additional hazing requirements (e.g., training, education, tracking, and reporting) are contained in the Deputy Secretary of Defense Memorandum at Appendix A of this document.

#### **IV. FISCAL YEAR 2016 ACCOMPLISHMENTS AND BEST PRACTICES**

The Department has taken the following actions to improve hazing prevention and response:

1. **Established a DoD Working Group.** The DoD Hazing and Bullying Working Group provided a forum for the Military Departments and OSD to synchronize efforts in developing effective hazing prevention and response policies. It also provided ODMEO insight into the Military Departments' and NGB's hazing policies and how they are being implemented.

The working group, comprised of senior subject matter experts from the DoD Office of General Counsel, Military Departments, OSD, and DEOMI, considered the Department's hazing prevention and response policy from a holistic approach. The collaboration provided an opportunity to benchmark best practices, discuss enduring challenges, and alleviate potential pitfalls. The primary hazing focus areas and ongoing efforts of the working group included: definition, roles/responsibilities, reporting process, data collection and analysis, training, retaliation, and compliance.

In addition to assisting in the development of the first draft of a DoD hazing directive, the working group developed a data collection methodology and a standardized hazing data collection template. The Military Departments and NGB used the template to collect and report the first sampling of hazing incidents submitted in June 2016.

2. **Updated the 1997 Secretary of Defense Policy Memorandum on Hazing.** On December 23, 2015, the Deputy Secretary of Defense signed the "Hazing and Bullying Prevention and Response in the Armed Forces" policy memorandum. The policy provided comprehensive definitions of hazing and bullying, enterprise-wide guidance on prevention training and education, as well as reporting and tracking requirements. ODMEO collaborated with the Military Departments and NGB to develop the policy on responding to and preventing hazing and bullying. The policy also included DoD's definition of hazing and bullying, leadership responsibilities, training requirements, and common elements for tracking and reporting incidents of hazing.

3. **Incorporated RAND recommendations regarding “Defining Hazing in the Armed Forces and Identified Best Preventative Practices and Effective Responses to Hazing” Study.**<sup>3</sup> DoD used the findings from the RAND study to: (1) determine whether the 1997 definition of hazing was sufficient to track hazing incidents across the Armed Forces; (2) identify key factors associated with known incidents of hazing in the military; (3) identify best practices to prevent and respond to incidents of hazing in the military; and, (4) examine feasibility and key data elements for a comprehensive hazing database. One of the key deliverables of the study was a “Commander’s Guide to Hazing Prevention,” to be used as a commander’s tool to help identify and respond to hazing incidents at the unit level.
4. **Evaluated the prevalence of hazing in DoD.** ODMEEO worked with the Office of People Analytics (OPA) to include questions to gauge the prevalence of hazing in the 2017 Status of Forces Survey. The Status of Forces Survey is DoD’s annual survey based on a large-scale representative sample of active duty members. The survey assessed the attitudes and opinions of the Active Duty force on a variety of personnel and policy issues. Results of the survey can be used by the Secretaries of the Military Departments to evaluate hazing related programs and will be submitted to the Committees on Armed Services of the Senate and the House of Representatives in accordance with section 481(a)(2)(B) of title 10, United States Code (U.S.C.).

In addition, hazing questions were added to the workplace equal opportunity surveys for Active Duty and the Reserve Component, which fulfills the congressional mandate outlined in section 481(a)(2)(B) of title 10, U.S.C., requiring the Secretary of Defense to identify and assess racial/ethnic issues and discrimination in the Armed Forces. The surveys, conducted every 4 years, examined Service members’ perceptions of personnel issues in the military and policies intended to ensure fair treatment and equal opportunity in DoD.

5. **RAND Development of DoD Prevention and Response Training for Leaders.** DoD fully recognizes that education is important to preventing hazing across the DoD footprint. The “Hazing and Bullying Prevention and Response in the Armed Forces” policy memorandum, dated December 23, 2015, directs the Military Departments to develop training that includes descriptions of the hazing and bullying policies and differentiates between what is and what is not hazing and bullying. As a result, and in collaboration with the RAND Corporation, DoD conducted a training needs assessment among senior noncommissioned officers and field grade officers from all branches of the Armed Services. DEOMI used the assessment results to develop and pilot online hazing training modules and standardized learning objectives for the Military Departments.
6. **Ongoing collaboration with DoD Prevention Collaboration Forum to identify risk and protective factors related to hazing and other problematic behaviors.** DoD’s Prevention Collaboration Forum is a policy-level working group that institutionalized prevention policy and practices across the enterprise. The forum leverages and advances ongoing research and effective preventative methods. It allowed DoD to share best and promising practices and lessons learned with external experts, federal partners, Military Departments, NGB advocacy organizations, and educational institutions.

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<sup>3</sup> RAND Corporation, “*Hazing in the U.S. Armed Forces Recommendations for Hazing Prevention Policy and Practice*” (2015)

7. **Analysis of Mandatory Unit Command Climate Surveys.** The Department mandated unit commanders to conduct command climate assessments within 120 days of assuming command and annually thereafter. Commanders used the results to evaluate the climate and hazing behaviors within their commands. The surveys also provided an opportunity for Service members to express their opinions regarding the manner and extent to which their leaders respond to allegations of hazing and other problematic behaviors. Results of the climate assessment were sent to the commander's superior officer.
8. **Leveraging the Force Risk Reduction Tool.** DoD conducted an automated sexual harassment data collection pilot during 2017 using the Force Risk Reduction (FR2) system. Force Risk Reduction is an oversight management, data warehousing and monitoring tool that integrates related information in a central location for a more comprehensive and integrated representation of the Total Force. The information from the pilot was used to evaluate Military Department trends and assist organizations in identifying areas to reduce risks inherent in daily operations, and minimize unexpected and unintentional negative consequences that harm personnel and erode readiness/operational capacity. The pilot resulted in the successful standardization of sexual harassment data elements across all of the Military Departments and the NGB. Upon successful completion of the sexual harassment pilot, FR2 applications were expanded to include hazing and other problematic behaviors.
9. **Established DoD data collection and tracking requirements.** The "Hazing and Bullying Prevention and Response in the Armed Forces" policy memorandum, dated December 23, 2015, provided guidance and requirements for tracking and reporting incidents of hazing and bullying. The policy also directed the Military Departments and the NGB to standardize the reporting process and data elements. The DoD Hazing and Bullying Prevention and Response Working Group reviewed the reporting methods used across the Services to track hazing and other problematic behaviors adopting best practices, where feasible. Subsequent to the review, the working group created a hazing data collection template. The template included a standardized list of data elements for the Services and NGB to use for collecting and reporting hazing incidents.
10. **Incorporated GAO recommendations into draft DoD policy instruction currently under development.** Recently, GAO concluded its review and presented seven recommendations to improve the DoD's Hazing Prevention and Response programs. DoD concurred with all seven recommendations and continues to take actions to increase oversight and manage information on hazing incidents in the Armed Forces. Section V of this report discusses GAO's recommendations and progress already made in addressing them.
11. **Monitored the Effectiveness of Hazing Policies.** The Military Departments' senior leaders are responsible for monitoring the effectiveness of their hazing prevention and response policies. Below are some of the Services' best practices:
  - a. **To ensure compliance the Naval Inspector General inspected command implementation of hazing policies within the Navy.** In addition, hazing metrics were reported to the Chief of Naval Operations and the Chief of Naval Personnel.

- b. **Reinforced Accountability of Commanders.** The Marine Corps implemented a number of policies to enhance commanders' accountability. Commanders are required to assess their commands within 90 days of assumption of command and annually thereafter. Additionally, commanders assessed their commands using the internal Marine Corps Command Climate Survey within 30 days of assumption of command and annually thereafter and results were briefed to the next higher level of leadership. To ensure these requirements were met, commanders who failed to meet assessment compliance requirements received mandatory performance evaluation comments for that reporting period.
- c. **Implementation of a By-Stander Intervention Program.** The Air Force began using the "Green Dot" training program to decrease interpersonal violence across the Service. An evidence-based bystander intervention program, "Green Dot" training is designed to give Airmen and their leaders the skills they need to make a difference in preventing and reducing power-based interpersonal violence, which includes sexual violence, domestic violence, dating violence, stalking, hazing, and bullying. The "Green Dot" program invited all Airmen, including DoD civilian employees, to make prevention a priority and the solution for decreasing episodes of violence. This was identified as a DoD best practice.

## V. GOVERNMENT ACCOUNTABILITY OFFICE RECOMMENDATIONS

Section 587 of the National Defense Authorization Act for Fiscal Year 2015 required the GAO to prepare a report on the policies to prevent hazing and systems initiated to track incidents of hazing in each of the Armed Forces. In February 2016, the GAO submitted a report to Congress outlining seven recommendations DoD needed to undertake to increase oversight on hazing incidents involving Services members. The Department concurred with all seven recommendations to support the Department's Hazing Prevention and Response efforts already in progress. Those seven recommendations and DoD updates follow:

**GAO RECOMMENDATION 1:** *To enhance and to promote more consistent oversight of efforts within the department to address the incidence of hazing, GAO recommends that the Secretary of Defense direct the Under Secretary of Defense for Personnel and Readiness to regularly monitor the implementation of DOD's hazing policy by the military services.*

**DoD Update:** The Department will publish an Anti-Harassment directive during Fiscal Year (FY) 2018, updating the requirements outlined in the December 2015 "Hazing and Bullying Prevention and Response in the Armed Forces" policy memorandum. The DoD Hazing and Bullying Prevention and Response Working Group was instrumental in formulating the updated requirements.

The working group addressed hazing and bullying policy issues and enduring challenges. It provided a forum for ODMEO to gain insight into the Military Departments' and NGB's hazing policies and how they are being implemented. It also synchronized efforts in developing effective hazing prevention and response policies. Since the working group is comprised of representatives

from the DoD Office of General Counsel, Military Departments, OSD, and DEOMI, the group considered hazing prevention and response policy from a holistic approach—leveraging best practices and identifying and alleviating potential pitfalls.

**GAO RECOMMENDATION 2:** *To enhance and to promote more consistent oversight of efforts within the department to address the incidence of hazing, GAO recommends that the Secretary of Defense direct the Under Secretary of Defense for Personnel and Readiness to require that the Secretaries of the military departments regularly monitor implementation of the hazing policies within each military service.*

**DoD Update:** The Department is currently vetting a draft policy directing the Military Departments and the NGB to regularly monitor implementation of hazing at the organizational and/or unit-level. The policy directs the Military Departments to develop and submit service-specific instructions to ODMEO. Upon publication, the guidance will be used to monitor compliance and track progress with the policy requirements. DoD continues to collaborate with the Military Departments to highlight best practices related to hazing and bullying prevention and response.

**GAO RECOMMENDATION 3:** *To improve the ability of Service members to implement DOD and service hazing policies, GAO recommends that the Secretary of Defense direct the Under Secretary of Defense for Personnel and Readiness to establish a requirement for the Secretaries of the Military Departments to provide additional clarification to Service members to better inform them as to how to determine what is or is not hazing. This could take the form of revised training or additional communications to provide further guidance on hazing policies.*

**DoD Update:** The December 2015 “Hazing and Bullying Prevention and Response in the Armed Forces” policy memorandum directed the Military Departments to develop training that includes descriptions of their respective hazing and bullying policies and differentiates between what is or is not hazing or bullying. Each of the Military Departments implemented service-specific training requirements and provide ODMEO annual updates on progress and best practices.

**GAO RECOMMENDATION 4:** *To promote greater consistency in and visibility over the military services’ collection of data on reported hazing incidents and the methods used to track them, GAO recommends the Secretary of Defense direct the Under Secretary of Defense for Personnel and Readiness, in coordination with the Secretaries of the Military Departments, to issue DOD-level guidance on the prevention of hazing that specifies data collection and tracking requirements, including the scope of data to be collected and maintained by the Military Services on reported incidents of hazing.*

**DoD Update:** The December 2015 “Hazing and Bullying Prevention and Response in the Armed Forces” policy memorandum provided guidance and requirements for tracking and reporting incidents of hazing. The scope of the hazing data collected and maintained by the Military Departments is included. In addition, DoD conducted an automated sexual harassment data collection pilot using an existing FR2 data platform and launched a modified database to formally track hazing and other problematic behaviors.

**GAO RECOMMENDATION 5:** *To promote greater consistency in and visibility over the military services' collection of data on reported hazing incidents and the methods used to track them, GAO recommends that the Secretary of Defense direct the Under Secretary of Defense for Personnel and Readiness, in coordination with the Secretaries of the Military Departments, to issue DOD-level guidance on the prevention of hazing that specifies data collection and tracking requirements, including a standard list of data elements that each service should collect on reported hazing incidents.*

**DoD Update:** The December 2015 “Hazing and Bullying Prevention and Response in the Armed Forces” policy memorandum provided guidance and requirements for tracking and reporting incidents of hazing including a standardized list of data elements (Appendix B). In June 2016, the Military Departments and the NGB responded to the initial data call for reporting period January through April 2016, mandated in the “Hazing and Bullying Prevention and Response in the Armed Forces” policy memorandum utilizing the standardized data elements. A follow-up data call capturing allegations of hazing and bullying for the reporting period May through September 2017, is due early FY 2018.

**GAO RECOMMENDATION 6:** *To promote greater consistency in and visibility over the military services' collection of data on reported hazing incidents and the methods used to track them, GAO recommends the Secretary of Defense direct the Under Secretary of Defense for Personnel and Readiness, in coordination with the Secretaries of the Military Departments, to issue DOD-level guidance on the prevention of hazing that specifies data collection and tracking requirements, including definitions of the data elements to be collected to help ensure that incidents are tracked consistently within and across the services.*

**DoD Update:** Using the data elements mandated in the 2015 Deputy Secretary of Defense Hazing policy memorandum, ODMEEO developed a standardized hazing data-reporting template. The template at appendix B includes definitions of data elements to be reported and will be used by the Military Departments and the NGB to respond to the data call also mandated in the memorandum on Hazing and Bullying Response in the Armed Forces.

**GAO RECOMMENDATION 7:** *To promote greater visibility over the extent of hazing in DOD to better inform DOD and military service actions to address hazing, GAO recommends that the Secretary of Defense direct the Under Secretary of Defense for Personnel and Readiness, in collaboration with the Secretaries of the Military Departments, to evaluate prevalence of hazing in the military services.*

**DoD Update:** ODMEEO collaborated with OPA to include questions in the 2017 Status of Forces Survey to gauge the prevalence of hazing in the Active Duty force. The Workforce and Gender Relations survey for civilians also included questions related to perceptions of hazing and bullying.

## VI. HAZING DATA SUMMARY

### Summary

#### Reports

From December 23, 2015, to April 25, 2016, the Military Departments received 83 complaints alleging hazing. Twenty reports were substantiated; 17 reports were unsubstantiated; 45 reports were pending; and, 1 report was inconclusive.<sup>4</sup>

- Twenty-four percent (20 of 83) were substantiated,
- Twenty-one percent (17 of 83) were unsubstantiated,
- Fifty-four percent (45 of 83) were pending and
- One percent (1 of 83) was inconclusive.

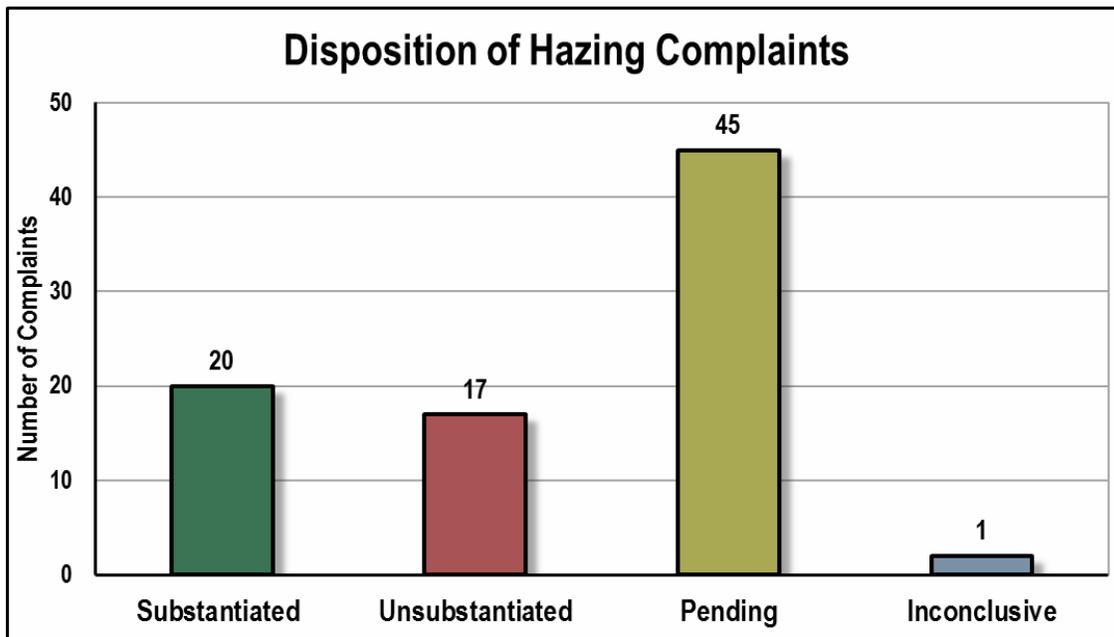


Exhibit 1: Disposition of Complaints

#### Complainants

There were 30 complainants associated with the 20 substantiated incidents. Eighty-seven percent of complainants were enlisted (26 of 30), seven percent were not reported (2 of 30), three percent were commissioned officers (1 of 30), and three percent were anonymous (1 of 30). There were no complainants in the warrant officer pay grades. In all complaints for which gender and pay grade were reported, most complainants were male (27 of 30; 90 percent). The largest single grouping of complainants by both gender and pay grade was men in pay grades E1- E4 (24 of 30; 80 percent). By grade:

<sup>4</sup> Complainant did not provide enough information for incident to be investigated

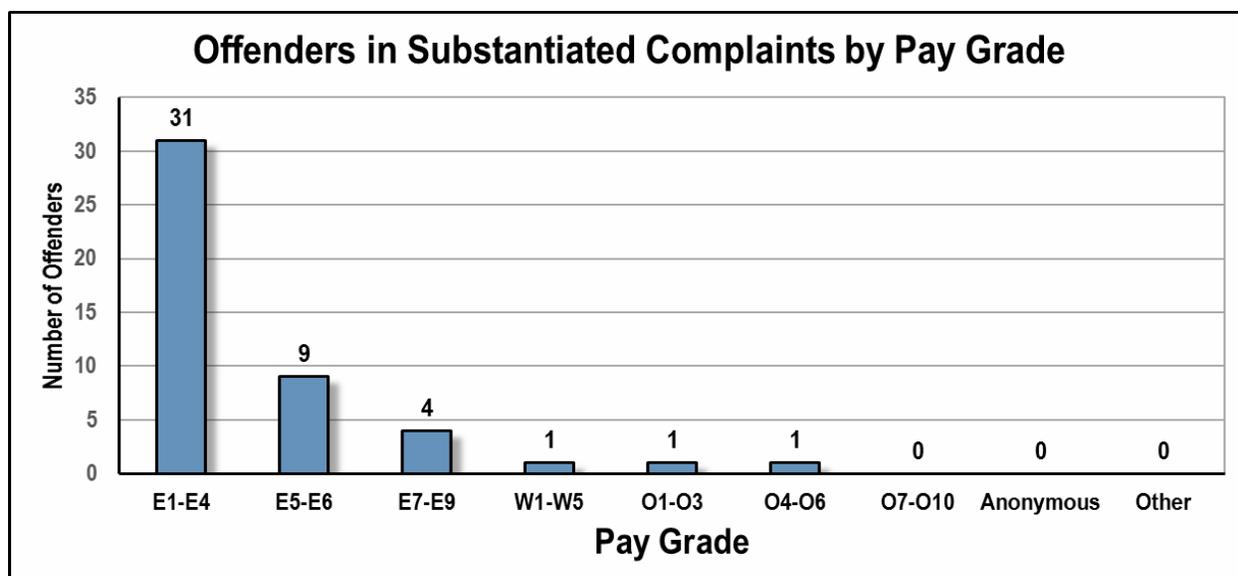
- Eighty-three percent were in pay grades E1-E4 (25 of 30 complainants).
- Three percent were in pay grades E5-E6 (1 of 30 complainants).
- There were no complainants in pay grades E7-E9.
- There were no complainants in pay grades WO1-WO5.
- Three percent were in pay grades O1-O3 (1 of 30 complainants).
- There were no complainants in pay grades O4-O6.
- There were no complainants in pay grades O7-O10.
- Three percent of complainants were anonymous (1 of 30 complainants).
- Seven percent of complainants' pay grades were not reported (2 of 30 complainants).

### **Offender Characteristics**

Forty-seven offenders were responsible for 20 substantiated complaints. Enlisted men (44 of 47; 94 percent) represent the largest grouping of offenders. Sixty-six percent of all identified offenders were in pay grades E1-E4 (31 of 47), of which 100 percent (31 of 31) were male. Male commissioned officers represent four percent (2 of 47) and male warrant officers represent two percent (1 of 47) of all offenders. No female officer offenders were reported. There were no repeat offenders reported.

The 47 offenders included:

- Sixty-six percent were in pay grades E1-E4 (31 of 47 offenders).
- Nineteen percent were in pay grades E5-E6 (9 of 47 offenders).
- Nine percent were in pay grades E7-E9 (4 of 47 offenders).
- Two percent were warrant officers (1 of 47 offenders).
- Two percent were in pay grades O1-O3 (1 of 47 offenders).
- Two percent were in pay grades O4-O6 (1 of 47 offenders).
- There were no offenders in pay grades O7-O10.



**Exhibit 2: Offenders in Substantiated Complaints by Pay Grade<sup>5</sup>**

### **Nature of Substantiated Incidents**

Substantiated complaints may involve multiple allegations of hazing behavior. A total of 38 types of allegations were reported. The most frequently reported allegations involved physical contact (13 of 38; 34 percent). All other reported allegations were through electronic media (3 of 38; 8 percent), nonverbal (7 of 38; 18 percent), psychological (5 of 38; 13 percent), verbal (9 of 38; 24 percent), and not reported (1 of 38; 3 percent).

### **Complainant Duty Status for Substantiated Hazing Incidents**

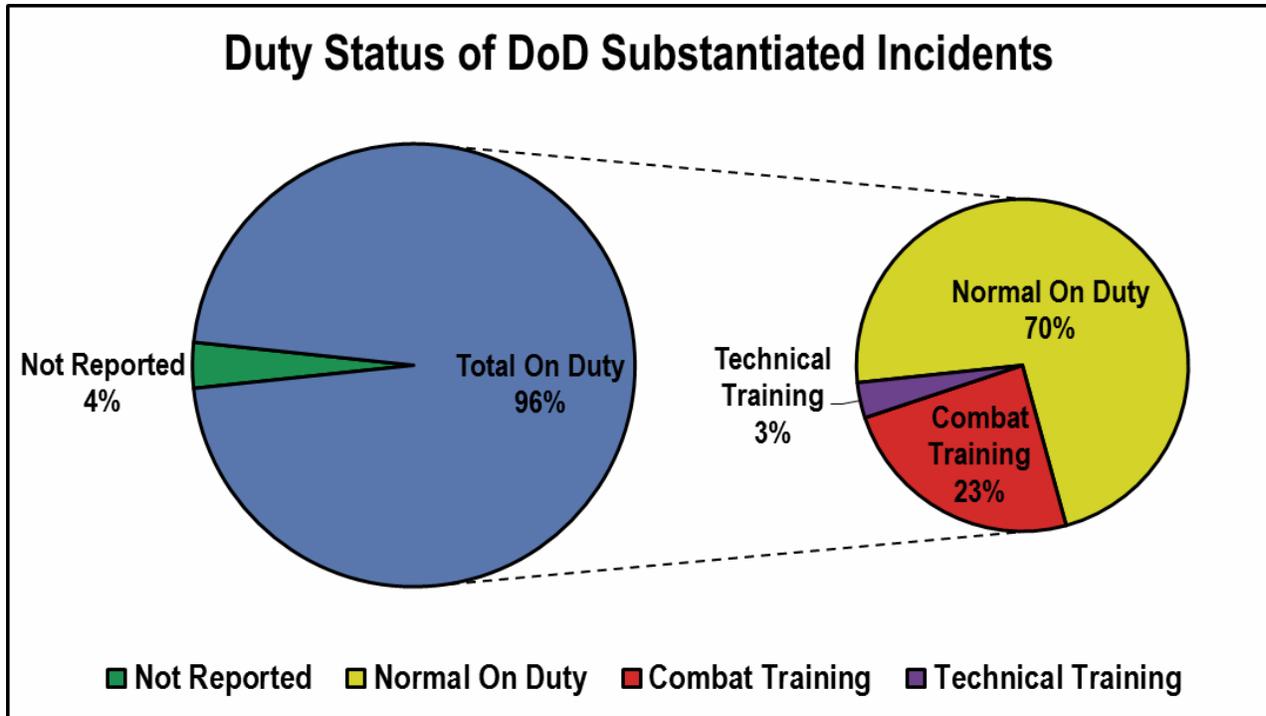
Hazing incidents can take place on and/or off duty. Twenty-nine of 30 complainants' duty status were reported for the 20 substantiated incidents. One of the 30 complainants' duty statuses was not reported. Of the 30 complainants associated with the 20 substantiated complaints of hazing where duty status was identified:

Ninety-six percent of complainants (29 of 30) were on duty during substantiated incidents. Duty status was not reported for four percent of substantiated incidents (1 of 30).

Of the ninety-six percent of the incidents that occurred on duty:

- Seventy percent occurred during normal on duty status (21 of 30).
- Twenty-three percent occurred at combat training (7 of 30).
- Three percent occurred at technical training (1 of 30).

<sup>5</sup> E1-E4 make-up the largest proportion of the enlisted force



**Exhibit 3: Duty Status of DoD Substantiated Incidents (Complainant)**

## VII. NARRATIVE ANALYSIS FOR INCIDENTS OF HAZING BY MILITARY DEPARTMENT

### ARMY

#### HAZING ANALYSIS

The Army reported 20 hazing complaints from December 23, 2015, to April 25, 2016, of which four were substantiated, four were unsubstantiated, and 12 were pending.

**SUBSTANTIATED COMPLAINTS.** There were four complainants for four substantiated complaints. Two of the four complainants were enlisted males in the pay grades of E1-E4. One complainant was a male commissioned officer in the pay grade of O1-O3. One complainant was anonymous.

Three of the substantiated incidents occurred while on duty. The duty status for one complainant is not reported. The nature of one incident consisted of a combination of physical contact, psychological harm, and electronic media. One of the incidents was through physical contact. One incident involved electronic media. One incident consisted of psychological harm.

**ALLEGED OFFENDERS.** Four offenders were responsible for the four substantiated incidents. All four offenders were enlisted males. Three offenders were in the pay grades of E1- E4 and the other was in the pay grade of E7-E9.

Of the four offender-to-complainant relationships, two were between military trainees and identified as co-worker relationships. Two offenders were identified as supervisors of higher rank within the complainants' chain of command.

**CORRECTIVE ACTIONS.** Two offenders received letters of counseling. Two offenders were pending punishment on April 25, 2016.

**NAVY****HAZING ANALYSIS**

The Navy reported nine hazing complaints from December 23, 2015, to April 25, 2016, of which seven were substantiated, two were unsubstantiated.

**SUBSTANTIATED COMPLAINTS.** There were eight complainants for seven substantiated complaints. Five of the eight complainants were enlisted males in the pay grades of E1-E4, one of the eight complainants was a male in the pay grade of E5-E6, and one of the complainants was an enlisted female in the pay grade of E1-E4. The pay grade of one complainant was not reported.

All seven substantiated incidents occurred while on duty, with two occurring during technical training. Four of the complainants reported more than one type of hazing incident. Three incidents consisted of a combination of verbal, demeaning, and psychological harm. One incident involved both demeaning and psychological harm. The nature of two incidents was through physical contact. The nature of one incident was not reported.

**ALLEGED OFFENDERS.** Twenty-five offenders were responsible for the seven substantiated incidents. All 25 offenders were enlisted males. Nineteen were in the pay grades of E1-E4, four were in the pay grades of E5-E6, and two were in the pay grades of E7-E9.

Of the 25 offender-to-complainant working relationships, 20 complaints identified the offenders as co-workers (i.e., same pay grade). Four offenders were identified as being of higher rank in the complainant's chain of command. One offender was identified as being of higher rank not in the complainant's chain of command.

**CORRECTIVE ACTIONS.** Two offenders were administratively separated and eight offenders received non-judicial punishment. One offender was found not guilty and the charges were dismissed. The corrective actions for 14 offenders were not reported.

**MARINE CORPS****HAZING ANALYSIS**

The Marine Corps reported 49 hazing complaints from December 23, 2015, to April 25, 2016, of which eight were substantiated, 10 were unsubstantiated, and 31 pending.

**SUBSTANTIATED COMPLAINTS.** There were 17 complainants for the eight substantiated complaints. All 17 of the complainants were enlisted males in the pay grades of E1-E4.

Seven of the substantiated incidents occurred while on duty, and one incident occurred during combat training.

Four of the incidents involved physical contact. The nature of two of the incidents was reported as a combination of nonverbal and verbal. Two incidents were characterized as a combination of physical contact and verbal.

**ALLEGED OFFENDERS.** Seventeen offenders were responsible for eight substantiated incidents. Sixteen offenders were enlisted males and one offender was a male warrant officer. Ten were in the pay grades of E1-E4, five were in the pay grades of E5-E6, one was in the pay grades of E7-E9, and one was in the pay grades of WO1-WO5.

One of the working relationships was reported as being between co-workers, 15 were in the chain of command, and one was of higher rank but not in the chain of command.

**CORRECTIVE ACTIONS.** Four offenders received non-punitive administrative action, 12 offenders received non-judicial punishment, and one offender was court-martialed.

**AIR FORCE****HAZING ANALYSIS**

The Air Force reported five hazing complaints from December 23, 2015, to April 25, 2016, of which one was substantiated, one was unsubstantiated, two were pending, and one was inconclusive.

**SUBSTANTIATED COMPLAINTS.** There was one complainant for one substantiated complaint. The complainant's rank and gender were not reported. The incident occurred while on duty and was comprised of physical contact.

**ALLEGED OFFENDERS.** One offender was responsible for the one substantiated incident. The offender was a commissioned officer in the pay grade of O4-O6. The complainant and offender were in the same unit. The offender was of higher rank and within the complainant's chain of command.

**CORRECTIVE ACTIONS.** The offender received non-punitive administrative action.

## VIII. HAZING INCIDENTS SUMMARY BY MILITARY DEPARTMENTS

<b>A. TOTAL NUMBER OF HAZING COMPLAINTS</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>USMC</b>	<b>USAF</b>
<b>Total Complaints</b>	<b>83</b>	<b>20</b>	<b>9</b>	<b>49</b>	<b>5</b>
Substantiated Complaints	20	4	7	8	1
Unsubstantiated Complaints	17	4	2	10	1
Pending Complaints	45	12	0	31	2
Inconclusive Complaints	1	0	0	0	1

<b>B. NOTIFICATIONS TO GENERAL COURT-MARTIAL CONVENING AUTHORITY (GCMCA)</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>USMC</b>	<b>USAF</b>
<b>Complaints That Resulted in GCMCA Notification</b>	<b>83</b>	<b>20</b>	<b>9</b>	<b>49</b>	<b>5</b>
Complaints Reported to GCMCA within 72 Hours	36	14	4	18	0
Complaints Reported to GCMCA beyond 72 Hours	8	3	5	0	0
Complaints Reported to GCMCA Where Timing Was Not reported	39	3	0	31	5

<b>C. LENGTH OF TIME BETWEEN THE INCIDENT AND WHEN COMPLAINANT REPORTED INCIDENT</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>USMC</b>	<b>USAF</b>
<b>Complaints</b>	<b>83</b>	<b>20</b>	<b>9</b>	<b>49</b>	<b>5</b>
Complaints Made Less than 60 Days Following the Incident	6	0	4	2	0
Complaints Made More than 60 Days Following the Incident	4	0	2	1	1
Complaints Where the Time Is Not Reported between When the Incident Occurred and When the Complainant Reported the Incident	73	20	3	46	4

<b>D. DUTY STATUS OF SUBSTANTIATED COMPLAINANTS</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>USMC</b>	<b>USAF</b>
<b>Total Number of Substantiated Complaints</b>	<b>30</b>	<b>4</b>	<b>7</b>	<b>17</b>	<b>1</b>
On Duty (i.e., during duty hours)	21	3	5	10	1
Combat Training	7	0	0	7	0
Individual Training	0	0	0	0	0
Technical Training	1	0	2	0	0
Not reported	1	1	0	0	0

<b>E. NATURE OF ALLEGATIONS FOR SUBSTANTIATED COMPLAINTS</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>USMC</b>	<b>USAF</b>
<b>Total Types of Allegation(s) in Substantiated Complaints</b>	<b>37</b>	<b>6</b>	<b>18</b>	<b>12</b>	<b>1</b>
Substantiated Incidents of Electronic Media	3	2	1	0	0
Substantiated Incidents of Nonverbal Behavior	6	0	4	2	0
Substantiated Incidents of Physical Behavior	13	2	4	6	1
Substantiated Incidents of Psychological Behavior	6	2	4	0	0
Substantiated Incidents of Verbal Behavior	8	0	4	4	0
Substantiated Incidents of Not reported Behavior	1	0	1	0	0

<b>F. OFFENDERS FOR SUBSTANTIATED COMPLAINTS</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>USMC</b>	<b>USAF</b>
<b>Substantiated Complaints</b>					
Total alleged offenders in substantiated complaints	0	0	0	0	0
Total alleged offenders pending corrective action at the end of reporting fiscal year	0	0	0	0	0
<b>Corrective actions administered to all offenders as of the end of reporting period</b>	<b>47</b>	<b>4</b>	<b>25</b>	<b>17</b>	<b>1</b>

Non-Punitive Administrative Action	9	2	2	4	1
Non-Judicial Punishment	22	1	9	12	0
Punitive	1	0	0	1	0
Not reported	15	1	14	0	0

### G. ALLEGED OFFENDER CHARACTERISTICS FOR SUBSTANTIATED COMPLAINTS

Service/Component	DoD	Army	Navy	USMC	USAF
<b>Male Alleged Offenders by Pay Grade and Employment</b>	<b>47</b>	<b>4</b>	<b>25</b>	<b>17</b>	<b>1</b>
E1-E4	31	2	19	10	0
E5-E6	9	0	4	5	0
E7-E9	4	1	2	1	0
WO1-WO5	1	0	0	1	0
O1-O3	1	1	0	0	0
O4-O6	1	0	0	0	1
O7-O10	0	0	0	0	0
Civilian employee	0	0	0	0	0
Contractor	0	0	0	0	0
Other	0	0	0	0	0

### H. COMPLAINANT CHARACTERISTICS FOR SUBSTANTIATED COMPLAINTS<sup>6</sup>

Service/Component	DoD	Army	Navy	USMC	USAF
<b>Female Complainants by Pay Grade</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
E1-E4	1	0	1	0	0
E5-E6	0	0	0	0	0
E7-E9	0	0	0	0	0
WO1-WO5	0	0	0	0	0
O1-O3	0	0	0	0	0
O4-O6	0	0	0	0	0
O7-O10	0	0	0	0	0
Other	0	0	0	0	0
<b>Male Complainant by Pay Grade</b>	<b>26</b>	<b>3</b>	<b>6</b>	<b>17</b>	<b>0</b>
E1-E4	24	2	5	17	0
E5-E6	1	0	1	0	0
E7-E9	0	0	0	0	0
WO1-WO5	0	0	0	0	0
O1-O3	1	1	0	0	0
O4-O6	0	0	0	0	0

<sup>6</sup> Gender of three complainants were not reported

O7-O10	0	0	0	0	0
Other	0	0	0	0	0

<b>I. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) FOR SUBSTANTIATED COMPLAINTS</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>USMC</b>	<b>USAF</b>
<b>Working Relationship</b>	<b>47</b>	<b>4</b>	<b>25</b>	<b>17</b>	<b>1</b>
Military coworker	23	2	20	1	0
Member chain of command	22	2	4	15	1
Military subordinate	0	0	0	0	0
Military person of higher rank/grade who was not in chain of command	2	0	1	1	0
Not reported	0	0	0	0	0
<b>Unit Relationship</b>	<b>47</b>	<b>4</b>	<b>25</b>	<b>17</b>	<b>1</b>
Same unit	37	2	21	13	1
Different Unit	1	0	1	0	0
Not reported	9	2	3	4	0
<b>Gender Relationship</b>	<b>21</b>	<b>4</b>	<b>8</b>	<b>8</b>	<b>1</b>
Same gender	17	3	6	8	0
Different gender	1	0	1	0	0
Not reported	3	1	1	0	1

## **IX. NEXT STEPS**

This Hazing Summary Report shows DoD's status during the reporting period December 23, 2015, through April 25, 2016, in addressing hazing prevention and response in the Armed Forces. The Department recognizes there are areas that can be improved to better respond to and prevent hazing throughout the military.

DoD understands the need for continuous process improvement, and will continue to collaborate with the Military Departments to oversee and monitor the effectiveness of hazing prevention and response policies. In addition, DoD remains focused on identifying and incorporating best practices and reforms.

DoD will continue to track and report, on an annual basis, the Military Departments' overall progress in implementing programs to improve hazing prevention and response, by utilizing the DoD Hazing and Bullying Prevention and Response Working Group, chaired by ODMEO on behalf of Office of the Under Secretary of Defense for Personnel and Readiness. The working group will continue its review of policy implementation, reporting procedures, and on-going hazing efforts and accomplishments. The information obtained through the working group will later inform targeted adjustments to training, policy, and procedures to ensure all Service members behave in a manner aligned with good order and discipline, and are prepared to recognize, report, and respond to hazing and other problematic behaviors.

## **APPENDIX A**

Hazing and Bullying Prevention and Response in the Armed Forces Memorandum dated December 23, 2015.



DEPUTY SECRETARY OF DEFENSE  
1010 DEFENSE PENTAGON  
WASHINGTON, DC 20301 - 1 010

DEC 23 2015

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DEPUTY CHIEF MANAGEMENT OFFICER  
CHIEF OF THE NATIONAL GUARD BUREAU  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, COST ASSESSMENT AND PROGRAM EVALUATION  
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
DEPARTMENT OF DEFENSE CHIEF INFORMATION OFFICER  
ASSISTANT SECRETARY OF DEFENSE FOR LEGISLATIVE  
AFFAIRS  
ASSISTANT TO THE SECRETARY OF DEFENSE FOR PUBLIC  
AFFAIRS  
DIRECTOR, NET ASSESSMENT  
DIRECTORS OF THE DEFENSE AGENCIES  
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Hazing and Bullying Prevention and Response in the Armed Forces

Hazing and bullying erode mission readiness and will not be tolerated in this Department. Treating each other with dignity and respect is an essential element of the morale of our Nation's Armed Forces and the welfare of our Soldiers, Sailors, Airmen, Marines, and Department of Defense civilian employees.

There are many time-honored traditions in our Services, but hazing and bullying are not among them and have no place in our force. Hazing involves so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm in order to achieve status or inclusion in a military or Department of Defense civilian organization. Bullying, on the other hand, involves acts of aggression intended to single out certain individuals from their teammates or co-workers, or to exclude them from a military element, unit, or other Department of Defense organization. Hazing and bullying are unacceptable and are prohibited in all circumstances and environments, including off-duty or in "unofficial unit functions and settings. Ubiquitous social media and near real-time electronic communications have fundamentally changed how we interact with others, both individually and in groups. The prohibition on hazing and bullying extends to such misconduct committed via electronic communications, as well as in the context of in-person interactions and through other means.

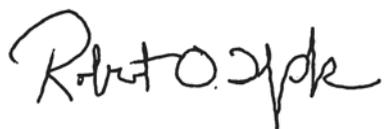
This memorandum and its attachment replace the 1997 policy memorandum, "Hazing." Comprehensive definitions of hazing and bullying are provided in the attachment. Additionally, the attachment provides enterprise-wide guidance on prevention training and education, as well as requirements for tracking and reporting incidents of hazing and bullying. Incidents of hazing



or bullying that may involve allegations of sexual assault, sexual harassment, or discrimination must be addressed in accordance with the full panoply of laws, regulations, and policies pertaining to such allegations.

I direct the Secretaries of the Military Departments, with input from the Chiefs of the Military Services and the Chief of the National Guard Bureau, to develop instructions to comply with the procedures outlined in the attachment. The Military Departments and the National Guard Bureau shall promulgate appropriate punitive regulations prohibiting Service members from engaging in hazing or bullying. In addition, the heads of all Department of Defense Components shall review their policies and procedures regarding civilian employee service to ensure that employees who engage in hazing or bullying are subject to appropriate corrective and/or disciplinary action.

Authority to amend or supplement Department of Defense policies on hazing and bullying prevention and response is delegated to the Under Secretary of Defense for Personnel and Readiness (including the Principal Deputy Under Secretary of Defense for Personnel and Readiness); further delegation is not permitted. For more information, contact the Office of Diversity Management and Equal Opportunity at [osd.pentagon.ousd-p-r.mbx.osd-diversity@mail.mil](mailto:osd.pentagon.ousd-p-r.mbx.osd-diversity@mail.mil).



Attachment:  
As stated

## Attachment

*Definition of Hazing:* Hazing is any conduct through which a military member or members, or a Department of Defense civilian employee or employees, without a proper military or other governmental purpose but with a nexus to military service or Department of Defense civilian employment, physically or psychologically injure or create a risk of physical or psychological injury to one or more military members, Department of Defense civilians, or any other persons for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or Department of Defense civilian organization.

Hazing includes, but is not limited to, the following when performed without a proper military or other governmental purpose: any form of initiation or congratulatory act that involves physically striking another in any manner or threatening to do the same; 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; oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; subjecting to excessive or abusive use of water; and the forced consumption of food, alcohol, drugs, or any other substance. Hazing can be conducted through the use of electronic devices or communications, and by other means, as well as in person.

*Definition of Bullying:* Bullying is an act of aggression by a military member or members, or Department of Defense civilian employee or employees, with a nexus to military service or Department of Defense civilian employment, with the intent of harming a military member, Department of Defense civilian, or any other persons, either physically or psychologically, without a proper military or other governmental purpose. Bullying may involve the singling out of an individual from his or her co-workers, or unit, for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

Bullying includes, but is not limited to, the following when performed without a proper military or other governmental purpose: physically striking another in any manner or threatening to do the same; intimidating; teasing; taunting; oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning, or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; subjecting to excessive or abusive use of water; the forced consumption of food, alcohol, drugs, or any other substance; and degrading or damaging the person or his or her property or reputation. Bullying can be conducted through the use of electronic devices or communications, and by other means, as well as in person.

*Issues and Concerns Common to Both Hazing and Bullying:* Soliciting, coercing, or knowingly permitting another person to solicit or coerce acts of hazing or bullying may be considered acts of hazing or bullying. A military member or Department of Defense civilian employee may still

be responsible for an act of hazing or bullying, even if there was actual or implied consent from the victim and regardless of the grade/rank, status, or Service of the victim.

Hazing or bullying does not include properly directed command activities that serve a legitimate purpose, or the requisite training activities required to prepare for such activities (e.g., administrative corrective measures, extra military instruction, or command-authorized physical training). Hazing and bullying are prohibited in all circumstances and environments, including off-duty or in "unofficial" unit functions and settings.

Incidents of hazing or bullying that may involve allegations of sexual assault, sexual harassment, or discrimination must be addressed in accordance with the full panoply of laws, regulations, and policies pertaining to such allegations. In all cases, appropriate reporting and investigative protocols shall be followed and support and care shall be provided to complainants and victims.

*Training and Education:* Incorporating training and education on preventing and responding to hazing and bullying is an important component of military culture. Therefore, training must occur at all levels, from the accession point to the assumption of senior leader rank and position. All such training and education will include descriptions of the Military Department's hazing and bullying policies and the definitions of both hazing and bullying. In addition, training will differentiate between hazing and bullying and appropriate administrative corrective measures, extra military instruction, and command-authorized physical training. The training must emphasize that bullying and hazing are unacceptable and prohibited. Finally, training must include examples of hazing and bullying behaviors and illustrate how these behaviors negatively impact the mission, as well as information on how to report hazing and bullying incidents, and victim rights and resources.

*Tracking and Reporting:* The process for tracking and reporting hazing and bullying in the Military Departments and National Guard Bureau vary. Based on the requirement to track and report hazing and bullying, representatives from the Office of the Secretary of Defense, the Military Departments and the National Guard Bureau will standardize the reporting process and its elements. At a minimum, and effective the date of this memorandum, each Department of Defense Component will track all allegations of hazing and bullying and annually report the following elements of information to the Office of Diversity Management and Equal Opportunity, with the first such report to be submitted 180 days after approval of this memorandum:

- Number of substantiated and number of unsubstantiated reports or allegations of hazing
- Number of substantiated and number of unsubstantiated reports or allegations of bullying
- As to each report or allegation of hazing or bullying:
  - Demographics regarding both the complainant and alleged offender (as to each, their gender, grade, and race)
  - Relationship between the complainant and alleged offender (superior, co-worker, subordinate, etc.)
  - General nature of the alleged hazing or bullying incident (physical, psychological, verbal, technological, a combination, individual or group, etc.)
  - Location of the hazing or bullying incident (on-duty, off-duty, etc.)

- o Duty status of both the complainant and alleged offender at the time of the alleged hazing or bullying (training, temporary duty, present for duty, leave, etc.)
- o Description of the act(s) of hazing or bullying complained of or alleged
- o Description of the act(s) of hazing or bullying substantiated
- o Adjudication and disposition of any substantiated allegation (by whom and at what level of the organization the allegation was investigated, by whom and at what level of the organization the allegation was adjudicated, and the disposition of the allegation, including: no action, non-judicial punishment, discharge in lieu of court-martial or other adverse action, adverse administrative action, court-martial, etc.)

HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

**APPENDIX B**

Department of Defense Hazing Template

**DEPARTMENT OF DEFENSE HAZING DATA COLLECTION TEMPLATE**

**TOTAL COMPLAINTS**

# Substantiated complaints	
# Unsubstantiated complaints	
# Pending complaints	

**COMPLAINTS INVOLVING REPEAT OFFENDER(S)**

# Total complaints involving repeat offender	
# Substantiated complaints involving repeat offender	
# Unsubstantiated complaints involving repeat offender	
# Pending complaints involving repeat offender	

**NATURE OF INCIDENT**

# Physical	
# Psychological	
# Electronic Media	
# Other Written	
# Verbal	
# Other (Explain in comment section)	

**OCCURRENCE OF INCIDENT**

**Duty Status During Incident**

# On Duty (i.e., during typical duty hours when member is present for performance of duty)	
# Off Duty (i.e., outside of typical duty hours)	
# While on leave	
# Deployed to a combat zone or to an area where complainant drew imminent danger pay	
# During any type of military combat training	
# On TDY/TAD, to include at sea or during field exercises/alerts	
# During military occupational specialty school/technical training/advanced individual training	
# Other/Unknown	

**Location of Incident**

*CONUS*

# On a military installation	
# Non-military locale	
# State armories and reserve centers	
# Unknown/Not reported	

*OCONUS*

# On a military installation	
# Non-military locale	
# Unknown/Not reported	

**NOTIFICATION (Convening Authority)**

# Within 3 duty days	
# More than 3 duty days	
# Unknown (Please explain)	

**FINAL ADJUDICATION FOR OFFENDERS IN COMPLETED INVESTIGATIONS**

**Criminal Justice System**

• **Courts-Martial:**

○ Type of court:

- Summary
- Special
- General


o Court-martial charges:			
▪ Hazing charges only			
▪ Joined with non-hazing/bullying offenses			
▪ Hazing charges <u>dismissed</u> after referral			
♦ Reason:			
▪ Resignation in Lieu of Court-Martial (Officers)			
▪ Discharge in Lieu of Court-Martial (Enlisted)			
▪ Retirement in Lieu of Court-Martial (Officers and Enlisted)			
o Convictions:			
▪ For hazing offenses only			
▪ For non-hazing offenses only			
▪ Of both hazing and non-hazing offenses			
o Acquittals:			
▪ Of only hazing offenses			
▪ Of only non-hazing offenses			
▪ Of all charges			
• <b>Cases referred to a Civilian Investigative Authority:</b>			
o Disposition			
• <b>Nonjudicial Punishment (NJP), Under Article 15, UCMJ:</b>			
o Hazing offense only			
▪ Offense(s) committed/NJP imposed			
▪ Offense(s) not committed/NJP inappropriate			
o Hazing joined with non-hazing offenses			
▪ Only hazing committed/NJP appropriate			
▪ Only non-hazing offenses committed/NJP appropriate			
▪ Both hazing and non-hazing offenses committed/NJP appropriate			
▪ No offenses committed/NJP inappropriate			
<b>Adverse Administrative Action Type</b>			
• <b>Administrative Counseling, Admonitions, and Reprimands</b>			
• <b>Assignment Action</b>			
• <b>No Action</b> (Explain in comment section)			
• <b>Adverse Promotion/Demotion Action</b>			
• <b>Other</b> (Explain in comment section)			
• <b>Administrative Discharge</b>			
o Basis			
o Findings			
o Recommendation			
o Characterization			
o Probation and Recommendation			
o Decision of convening/show cause authority			
• <b>Protective Order</b>			
o Civilian restraining order			
o Military protective order			
• <b>Civilian Personnel Action</b> (Explain in comment section)			
<b>SUMMARY OF DEMOGRAPHIC INFORMATION</b>			
<b>Alleged Offender(s) by Grade, Race, Ethnicity, Age (MALE)</b>	<b>Active Duty</b>	<b>Guard</b>	<b>Reserve</b>
<i>Grade</i>			
# E1-E4			
# E5-E6			
# E7-E9			
# W1-W5			
# O1-O3			
# O4-O6			
# O7-O10			
# GS 1-8			

# GS 9-13			
# GS 14-15			
# Senior Technician			
# Senior Leader			
# SES			
# DoD/Service civilian contractor			
<b>Race</b>			
# American Indian or Alaska Native			
# Asian			
# Black or African American			
# Native Hawaiian or Other Pacific Islander			
# White			
# Multi Racial			
# Unknown			
<b>Ethnicity</b>			
# Hispanic			
# Non-Hispanic			
# Unknown			
<b>Age</b>			
# < 18 years			
# 18-25 years			
# 26-35 years			
# 36-45 years			
# 46-55 years			
# 56-65 years			
# > 66 years			
# Unknown			
<b>Alleged Offender(s) by Grade, Race, Ethnicity, Age (FEMALE)</b>			
	<b>Active Duty</b>	<b>Guard</b>	<b>Reserve</b>
<b>Grade</b>			
# E1-E4			
# E5-E6			
# E7-E9			
# W1-W5			
# O1-O3			
# O4-O6			
# O7-O10			
# GS 1-8			
# GS 9-13			
# GS 14-15			
# Senior Technician			
# Senior Leader			
# SES			
# DoD/Service civilian contractor			
<b>Race</b>			
# American Indian or Alaska Native			
# Asian			
# Black or African American			
# Native Hawaiian or Other Pacific Islander			
# White			

# Multi Racial			
# Unknown			
<b><i>Ethnicity</i></b>			
# Hispanic			
# Non-Hispanic			
# Unknown			
<b><i>Age</i></b>			
# < 18 years			
# 18-25 years			
# 26-35 years			
# 36-45 years			
# 46-55 years			
# 56-65 years			
# > 66 years			
# Unknown			
<b>Complainant(s) by Grade, Race, Ethnicity, Age (MALE)</b>			
	<b>Active Duty</b>	<b>Guard</b>	<b>Reserve</b>
<b><i>Grade</i></b>			
# E1-E4			
# E5-E6			
# E7-E9			
# W1-W5			
# O1-O3			
# O4-O6			
# O7-O10			
# Unknown			
<b><i>Race</i></b>			
# American Indian or Alaska Native			
# Asian			
# Black or African American			
# Native Hawaiian or Other Pacific Islander			
# White			
# Multi Racial			
# Unknown			
<b><i>Ethnicity</i></b>			
# Hispanic			
# Non-Hispanic			
# Unknown			
<b><i>Age</i></b>			
# < 18 years			
# 18-25 years			
# 26-35 years			
# 36-45 years			
# 46-55 years			
# 56-65 years			
# > 66 years			
# Unknown			
<b>Complainant(s) by Grade, Race, Ethnicity, Age (FEMALE)</b>			
	<b>Active Duty</b>	<b>Guard</b>	<b>Reserve</b>

<b>Grade</b>			
# E1-E4			
# E5-E6			
# E7-E9			
# W1-W5			
# O1-O3			
# O4-O6			
# O7-O10			
# Unknown			
<b>Race</b>			
# American Indian or Alaska Native			
# Asian			
# Black or African American			
# Native Hawaiian or Other Pacific Islander			
# White			
# Multi Racial			
# Unknown			
<b>Ethnicity</b>			
# Hispanic			
# Non-Hispanic			
# Unknown			
<b>Age</b>			
# < 18 years			
# 18-25 years			
# 26-35 years			
# 36-45 years			
# 46-55 years			
# 56-65 years			
# > 66 years			
# Unknown			
<b>Relationship of Alleged Offender to Complainant</b>			
# Military coworker			
# Military chain of command (Higher rank)			
# Military subordinate			
# Military person of higher rank who was not in the chain of command			
# Other military person(s)			
# Civilian coworker			
# Civilian in supervisory chain (Higher grade)			
# Civilian subordinate			
# Civilian person of higher grade who was not in supervisory chain			
# Other civilian person(s)			
# DoD/Service contractor(s)			
# Same DoD Component/Service			
# Different DoD Component/Service			
# Same unit			
# Same gender			
# Different gender			
# Other (Explain in comment section)			

Other Comments (e.g., appeals, remedies, management actions, victims assistance, or other comments):

**DEFINITIONS**

**Bullying:** An act of aggression by a military member or members, or DoD civilian employee or employees, with a nexus to military service or DoD civilian employment, with the intent of harming a military member, either physically or psychologically, without a proper military or other governmental purpose. Bullying may involve the singling out of an individual from his or her co-workers, or unit, for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

Bullying includes, but is not limited to, the following when performed without a proper military or other governmental purpose: physically striking another in any manner or threatening to do the same; intimidating; teasing; taunting; oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning, or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; subjecting to excessive or abusive use of water; the forced consumption of food, alcohol, drugs, or any other substance; and degrading or damaging the person or his or her property or reputation. Bullying can be conducted through the use of electronic devices or communications, and by other means, as well as in person.

- **Physical:** Hitting, kicking, tripping, pinching and pushing or damaging property, etc.
- **Verbal:** Name calling, insults, teasing, intimidation, or racist remarks, etc.
- **Nonverbal:** Subtle, Harassment, Violent
- **Electronic Media:** Digital technologies, including computers, smartphones, social media, instant messaging, texts, websites, etc.
- **Psychological:** Intentionally causing severe emotional distress

**Hazing:** Any conduct through which a military member or members or a DoD civilian employee or employees, without a proper military or other governmental purpose, but with a nexus to military service or DoD civilian employment, physically or psychologically injure or create a risk of physical or psychological injury to one or more military members for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or DoD civilian organization.

Hazing includes, but is not limited to, the following when performed without a proper military or other governmental purpose: any form of initiation or congratulatory act that involves physically striking another in any manner or threatening to do the same; 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; oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; subjecting to excessive or abusive use of water; and the forced consumption of food, alcohol, drugs, or any other substance.

- **Physical:** Hitting, kicking, tripping, pinching and pushing or damaging property, etc.
- **Verbal:** Name calling, insults, teasing, intimidation, or racist remarks, etc.
- **Nonverbal:** Subtle, Harassment, Violent
- **Electronic Media:** Digital technologies, including computers, smartphones, social media, instant messaging, texts, websites, etc.
- **Psychological:** Intentionally causing severe emotional distress

**Pending Complaint:** A hazing or bullying complaint that remains under investigation, or is pending adjudication or disposition, at the end of the reporting period.

**Substantiated Complaint:** A hazing or bullying allegation that was investigated by an appropriate military command or civilian authority for consideration and action, and found to have sufficient evidence to support the disciplinary or administrative action against the alleged offender. Actions against the alleged offender may include court-martial charge preferral, Article 15 nonjudicial punishment, administrative discharge, and other administrative or disciplinary actions.

**Unsubstantiated:** A hazing or bully allegation that was investigated by an appropriate military command or civilian authority for consideration and action, and not found to have sufficient evidence to support or prove the allegation against an alleged offender.