



DEPARTMENT OF THE ARMY
UNITED STATES ARMY JAPAN AND I CORPS (FORWARD)
UNIT 45005
APO AREA PACIFIC 96343-5005

REPLY TO
ATTENTION OF

APAJ-EO

24 JUL 2015

COMMAND POLICY MEMORANDUM 15-11

FOR SEE DISTRIBUTION

SUBJECT: Treatment of Persons (Hazing and Bullying)

1. References.

- a. Army Regulation (AR) 600-20, Army Command Policy, 6 November 2014.
- b. AR 380-67, Personnel Security Program, 24 January 2014.

2. Purpose. To prevent incidents of bullying and hazing and to promote fair and equitable treatment of all Service members and Civilians that are assigned to USARJ and I Corps (Forward).

3. Applicability. This policy applies at all times and in all locations to all Soldiers and Department of the Army Civilian employees of USARJ and I Corps (Forward).

4. Policy. This command is committed to preventing and eliminating hazing and bullying. Commanders at all levels are responsible for eliminating hazing and bullying behavior within their formations. Hazing and bullying have a negative impact on readiness. The physical or mental injury caused by hazing and bullying damages the medical readiness of the force. It further destroys trust and cohesion among Soldiers and Civilian employees and erodes the foundation of the Army Values and Warrior Ethos.

5. Victims of bullying, hazing, and maltreatment are encouraged to report incidents to their chain of command and/or appropriate Inspector General's office. These incidents may be investigated by the IG office or referred to the command for investigation. All complainants will be protected from acts or threats of reprisal.

6. Commanders are responsible for coordinating with the unit Equal Opportunity Advisors (EOA) or Civilian Equal Employment Opportunity (EEO) representative to ensure that all hazing or bullying allegations are recorded and tracked in the Equal Opportunity Reporting System (EORS) regardless of the type of investigation conducted into the hazing or bullying allegation (law enforcement, IG, or administrative). Although

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administrative investigations into hazing or bullying are not EO investigations, EOAs will ensure that these incidents are recorded in EORS for tracking purposes. For authenticated incidents of hazing/bullying, commanders will ensure the security manager records the derogatory information as an incident report in JPAS (or subsequent system) in accordance with AR 380-67 for all Soldiers/Civilians who possess a security clearance.

7. Every Army unit down to the company level will publish a treatment of person policy. Commanders must consult with their legal advisor prior to publication.

8. On at least an annual basis, commanders will conduct hazing and bullying training as part of the EO training requirements related to promoting a healthy unit climate. Contact the USARJ EO Office for the most current training information.

9. Definitions.

a. Hazing. Any conduct whereby a Service member or members regardless of service, rank, or position, and without proper authority, recklessly or intentionally causes a 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 military members or employees; 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.

b. Bullying. 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.

c. Additional examples of hazing and bullying are outlined in para 4-19, AR 600-20.

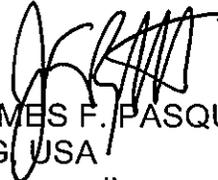
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10. Punitive Order. This policy is punitive and is intended to be a lawful general order within the meaning of Article 92, UCMJ. Violations of this policy or of AR 600-20, paragraph 4-19, a lawful general regulation, may result in punitive action under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

11. This memorandum supersedes Command Policy Memorandum 15-01, dated 23 April 2015.

12. Proponent. The USARJ and I Corps (Forward) Equal Opportunity Office is the proponent staff agency for this policy memorandum. Questions concerning this policy should be directed to the USARJ and I Corps (Forward) Equal Opportunity Office at 263-8630.



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