



DEPARTMENT OF THE ARMY
HEADQUARTERS, NATIONAL TRAINING CENTER AND FORT IRWIN
FORT IRWIN, CA 92310-5000

AFZJ-CG

AUG 10 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: NTC Policy #6, Treatment of Persons (Hazing and Bullying)

1. PURPOSE: To prevent incidents of bullying and hazing and promote the fair and equitable treatment of all persons.

2. APPLICABILITY: This policy supersedes all previous NTC policies with the above subject, remains in effect until specifically rescinded or superseded, and applies to all military personnel, Family members, and DA civilians assigned, attached, working, and living at the National Training Center.

3. REFERENCE: Army Regulation 600-20, Army Command Policy, Chapter 4, 6 November 2014.

4. POLICY: This command is committed to preventing and eliminating hazing and bullying, to include cyber bullying. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our Army values and are prohibited. Every Service member and Civilian maintains the right to work and live in an environment free of hostility; therefore, it is imperative that commanders and directors at all levels enforce this policy. The physical or mental injury caused by hazing and bullying damages unit readiness of the force. It further destroys trust and cohesion among Soldiers and Civilians and erodes the foundation of our Army values and Warrior Ethos. All commanders and directors will ensure this policy is effectively communicated to every Service member and Civilian employee under their command or supervision. Every member of the chain of command will ensure all complaints of hazing and bullying are protected from reprisal or retaliation.

a. Hazing includes 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.

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b. 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. Victims of bullying, hazing, and maltreatment are encouraged to report incidents to their chain of command and/or Inspector General's (IG) office. Commanders should seek the advice and counsel of their legal advisor when taking actions pursuant to this policy. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing or bullying allegations that are reported to a commander will be properly investigated.

d. Commanders are responsible for coordinating with the unit Equal Opportunity Advisor (EOA) or Civilian Equal Employment Opportunity (EEO) representative to ensure all hazing or bullying allegations are entered in the Department of the Army's system of record, Equal Opportunity Reporting System (EORS) regardless of the type of investigation conducted (law enforcement, IG, or administrative). Equal Opportunity Advisors will ensure these incidents are recorded in EORS.

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

5. PROPONENT: Point of contact for this policy is the Installation EOA at 760-380-4963.



JOSEPH M. MARTIN
Major General, USA
Commanding

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