



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST CAVALRY DIVISION
BUILDING 28000, 761ST TANK BATTALION AVE
FORT CAVAZOS, TEXAS 76544-5000

AFVA-CG

8 August 2023

MEMORANDUM FOR RECORD

SUBJECT: Policy Letter, 1st Cavalry Division Policy on Harassment Prevention and Response Program (Hazing, Bullying, Discriminatory Harassment and Online Misconduct)

1. Reference: Army Regulation (AR) 600-20, Army Command Policy, 24 July 2020.

2. Applicability: This policy always applies to all personnel assigned, attached, or under operational control to the 1st Cavalry Division.

3. Policy.

a. The First Team is a values-based organization in which everyone is expected to treat others with professional courtesy, whether a superior, peer, or subordinate. Simply put, treat others as you would want to be treated, with dignity and respect.

b. Every member of this command must make it their priority to ensure everyone is always treated with dignity and respect. Those entrusted with the privilege of leadership will lead by example and do what is right to prevent abusive treatment of others. I expect Troopers and DA Civilians to create and preserve 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.

4. Prohibited Activities. Harassment is a broad term that takes many forms, and it is imperative that all personnel can identify and eliminate it from our formation. Though not a comprehensive list, types of harassment include hazing, bullying, discriminatory harassment, other acts of misconduct, and online misconduct. Harassment is prohibited in all circumstances and environments, including off-duty and "unofficial" unit functions and settings. Harassment is not limited to superior-subordinate relationships. It may occur between peers or, under certain circumstances, may involve actions directed toward senior personnel by those junior

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in rank, grade, or position to them. See AR 600-20, paragraph 4-19a(4)(a-b).

Hazing. "A form of harassment that includes conduct through which Soldiers or DA Civilian employees (who 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 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 communications, and by other means including social media, as well as in person." See AR 600-20, paragraph 4-19.

(1) Some examples of hazing include, but are not limited to: initiation or congratulatory acts involving striking, beating, paddling, burning, pressing an object into another person's skin (pinning) regardless of whether it pierces the skin, oral or written berating/belittling of another, playing abusive or malicious tricks, excessive physical exercises (when performed without proper military authority or government purpose), or forcing another person to consume food, alcohol or drugs/other substances. See AR 600-20, paragraph 4-19a.

(2) Hazing can also include: "Soliciting, coercing, or knowingly permitting another to participate, solicit or coerce such conduct, may be considered hazing. Soldiers will be held responsible for an act of hazing even if there was actual or implied consent from the victim, without regard to the Service, rank, status, or position of the victim." See AR 600-20, paragraph 4-19a(1)(b).

b. Bullying. "A form of harassment that includes acts of aggression by Soldiers 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 communications, and by other means including social media, as well as in person." See AR 600-20, paragraph 4-19a(2).

(1) Some examples of bullying include but are not limited to: physically striking another person, teasing, mocking, threats of violence, social exclusion,

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isolating, oral or written belittling or humiliating, and degrading or damaging another's property or reputation. See AR 600-20, paragraph 4-19a(1-2).

(2) Bullying can also include: "Soliciting, coercing, or knowingly permitting another to participate, solicit or coerce such conduct, may be considered bullying. Soldiers will be held responsible for an act of bullying even if there was actual or implied consent from the victim, without regard to the Service, rank, status, or position of the victim." See AR 600-20, paragraph 4-19a(2)(b).

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. See AR 600-20, paragraph 4-19a(3).

d. 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. See AR 600-20, paragraph 4-19a(4).

e. Online 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, telephone, or other electronic device. Electronic communications include, but are not limited to: text messages, emails, chats, instant messaging, screen savers, bios, social media sites, electronic device applications, and web/video conferencing. Examples of online misconduct include, but are not limited to: hazing, bullying, harassment, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermines dignity and respect. When using electronic communication devices, Army personnel should apply "Think, Type, and Post": "Think" about the message being communicated and who could potentially view it; "Type" a communication that is consistent with Army values; and "Post" only those messages that demonstrate dignity and respect for self and others.

5. The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both. Authorized duties are not harassment. When authorized by the chain of command and/or operationally required, the following activities do not constitute hazing or bullying: physical and mental hardships associated with operations or operational training, lawful punishment imposed pursuant to the Uniform Code of Military Justice, administrative corrective measures, command authorized physical exercises, physical training (PT), and remedial PT. Reference

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AR 600-20, paragraph 4-19a(6) for additional examples of command authorized activities.

6. Complaint Processing and Procedures. Complaints are processed in the same manner as Military Equal Opportunity (MEO) complaints. Personnel filing a harassment complaint should contact MEO personnel or the commander to file his/her complaint. The process and procedures for filing a complaint are further detailed in the 1st Cavalry Division's MEO Complaint Procedures and Resolution of Complaints Policy Memorandum. It is the responsibility of all personnel experiencing or witnessing online misconduct to promptly report the matter to the chain of command or supervisor. Alternative avenues for reporting and information include: Family Support Services, MEO, EEO Office (DA Civilians), Sexual Harassment/Assault Response and Prevention, and Army Law Enforcement.

7. A training and awareness program, along with enforcing the Army's policy on harassment at all levels, is key to the elimination of harassment. Commanders at all levels are responsible for ensuring all leaders, Troopers, DA Civilians, and Family members are aware of what constitutes harassment and the available avenues of redress. On at least an annual basis, commanders will conduct hazing, bullying, discriminatory harassment, and online misconduct training as part of the MEO training requirements related to promoting a healthy unit climate.

a. Commanders will incorporate unit-level annual MEO and Harassment Prevention and Response training, in combination with training on retaliation and reprisal, into the overall unit training plan. Harassment prevention and response training and education programs at all levels shall be conducted, at a minimum, in accordance with AR 600-20, paragraph 4-19c(5).

b. 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.

c. Commanders will conduct compliance reviews on an annual basis. See AR 600-20, paragraph 4-19c(6).

8. Personnel who report incidents are protected from acts of threats, reprisal, and retaliation. Commanders will report allegations of criminal behavior related to The

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Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment) to law enforcement, in the event the alleged conduct is under the investigative purview of a law enforcement agency.

9. I encourage anyone experiencing unlawful discrimination to report the discrimination to their chain of command, or military personnel and family members may contact the 1CD Equal Opportunity (EO) Staff Office at 254-553-9383 or 254-283-6436, located at building 28000, 761st Tank Battalion Avenue, Fort Cavazos, Texas. Civilian employees, please contact the Equal Employment Opportunity (EEO) Office located at building 1001, room 228, on Fort Cavazos.

10. Expiration Date. This policy is effective immediately, supersedes all other policies regarding Treatment of Persons (Hazing and Bullying), and will remain in effect until suspended, revoked, or superseded.

11. Proponent. The 1CD Equal Opportunity Staff Office is the proponent for this policy. Questions concerning this policy should be directed to either office at the phone numbers listed in paragraph 9 above.



KEVIN D. ADMIRAL
Major General, USA
Commanding