



DEPARTMENT OF THE ARMY  
HEADQUARTERS, III CORPS AND FORT HOOD  
1001 761ST TANK BATTALION AVENUE  
FORT HOOD, TEXAS 76544-5000

AFZF-CG

COMMANDING GENERAL'S  
POLICY LETTER # 4

23 AUG 2017

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Treatment of Fellow Soldiers

1. References:

a. Army Regulation (AR) 600-20 (Army Command Policy), paragraph 4-19, 6 November 2014.

b. AR 380-67 (Personnel Security Program), 24 January 2014.

2. Applicability.

a. 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 Servicemembers 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.

b. This policy:

(1) Applies both on- and off-post, during duty and non-duty hours.

(2) Applies to working, living, and recreational environments (including on- and off-post housing).

3. Policy. 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 and bullying. The Army Values define our character as Servicemembers. Hazing, bullying, and other behaviors that

undermine dignity and respect have no place in the military and will not be tolerated. For all Servicemembers, I explicitly forbid all acts of hazing or bullying as defined below and in AR 600-20, paragraph 4-19. For Soldiers, hazing and bullying are also explicitly prohibited by AR 600-20, paragraph 4-19.

b. Without fear of reprisal, individuals subjected to or aware of hazing and bullying 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. Commanders are responsible for coordinating with their unit Equal Opportunity Advisor (EOA) to ensure that all hazing or bullying allegations are recorded and tracked in the Equal Opportunity Reporting System (EORS). Although administrative investigations into hazing or bullying are not EO investigations, EOAs will ensure that these incidents are recorded in EORS for tracking purposes. If a Servicemember possesses a security clearance, commanders will ensure the security manager records the derogatory information as an incident report in the Joint Personnel Adjudication System (JPAS) (or subsequent system) in accordance with AR 380-67.

d. Every Army unit down to the company level will publish a Treatment of Persons policy. Commanders must consult with their legal advisor prior to publication.

e. 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.

4. Definitions. For the purpose of this policy, the following definitions apply:

a. *Hazing*: Any conduct whereby a Servicemember or members, regardless of service, rank, or position, and without proper authority, recklessly or intentionally cause(s) another Servicemember 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 Servicemembers; 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."

b. *Bullying*: Bullying is any conduct whereby a Servicemember or members, regardless of service, rank, or position, intends to exclude or reject another Servicemember through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other Servicemember's dignity, position, or

AFZF-CG

SUBJECT: Treatment of Fellow Soldiers

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.

5. 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.

6. Proponent. The proponent for this policy letter is the III Corps and Fort Hood EO Office at 254-287-6242.

7. Expiration. This III Corps and Fort Hood Command Policy Memorandum supersedes Command Policy Letter 19, dated 15 December 2014. This policy will remain in effect until superseded or rescinded.

A handwritten signature in black ink, appearing to read "Paul E. Funk II". The signature is stylized with a large initial "P" and a long, sweeping underline.

PAUL E. FUNK II  
LTG, U.S. Army  
Commanding

DISTRIBUTION:  
IAW FH Form 1853