



DEPARTMENT OF THE ARMY
HEADQUARTERS, 4TH INFANTRY DIVISION AND FORT CARSON
6105 WETZEL AVENUE, BLDG 1435
FORT CARSON, COLORADO 80913-4289

AFYB-CG

13 -10- 2017

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General's Policy on the Treatment of Persons

1. References.

- a. Army Regulation (AR) 600-20, Army Command Policy, 6 November 2014.
- b. AR 380-67, Personnel Security Program, 24 January 2014.
- c. FORSCOM Commanding General Policy Memo 6, Treatment of Persons (Hazing and Bullying), 29 April 2016.
- d. III Corps Commanding General's Policy Letter # 19, Treatment of Fellow Soldiers, 5 June 2017.

2. Applicability.

- a. This policy applies to all military personnel, active or reserve, assigned or attached to the 4th Infantry Division and Fort Carson units, and tenant activities, regardless of location.
- b. This policy applies both on and off post, and during duty and non-duty hours. It further applies to working, living, and recreational environments including on and off-post housing and online.
- c. Civilian Employees are protected from unlawful workplace harassment through the Army's Equal Opportunity Employment Program. They should reference Garrison Policy Letter #5, Prevention and Elimination of Unlawful Harassment in the Workplace. The Policy can be found at http://www.carson.army.mil/EEO/sub_pages/policies.html.

3. Purpose. To ensure that every service member and Civilian on Fort Carson understands my expectations for fair and humane treatment of all persons.

4. Policy. I expect everyone to treat all persons with dignity and respect.

AFYB-CG

SUBJECT: Commanding General's Policy on Treatment of Persons

a. 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. 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 the 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 service member 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.

a. Hazing is any conduct whereby a service member or members, regardless of service, rank, or position, and without proper authority, recklessly or intentionally, cause(s) another 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 service members; 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 the conclusion of an improper "rite of passage."

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

AFYB-CG


SUBJECT: Commanding General's Policy on Treatment of Persons

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 4th Infantry Division Equal Opportunity Office is the proponent for this program and can be contacted at (719) 526-4305/4304. The Equal Opportunity Employment Office can be contacted at (719) 526-9673/5818.

7. Expiration. This policy will remain in effect until superseded or rescinded.


RANDY A. GEORGE
Major General, USA
Commanding

DISTRIBUTION: A

