



DEPARTMENT OF THE ARMY
U.S. ARMY SPACE AND MISSILE DEFENSE COMMAND
POST OFFICE BOX 1500
HUNTSVILLE, ALABAMA 35807-3801

SMDC-MEO Policy No. 600-3

02 October 20

MEMORANDUM FOR DISTRIBUTION

SUBJECT: The Army Harassment Prevention and Response Program (Hazing, Bullying, and Discriminatory Harassment)

1. **References.** Army Regulation 600-20, Army Command Policy, Paragraph 4-19, 24 July 2020.
2. **Purpose:** To provide USASMDC the Commander's guidance concerning The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment).
3. **Applicability:** This policy memorandum applies to all Soldiers assigned or attached to USASMDC.
4. USASMDC is a values-based organization where everyone is expected to do what is right and to treat all persons as they should be treated – with dignity and respect. Personnel are expected to treat all people with respect in all aspects of life and forms of communication (for example, online or in person). Furthermore, Army leaders will lead by example and do what is right to prevent abusive treatment of others. Hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct, undermine trust, violate our ethics, and negatively impact command climate and readiness. Paragraphs 4–19a(1) through (5) of AR 600-20 are punitive, and violators may be punished under the UCMJ or subject to administrative action.
5. It is the responsibility of all personnel experiencing or witnessing hazing, bullying or discriminatory harassment to include online misconduct to report the matter to the chain of command or supervisor. Alternative avenues for reporting and information include: Family Support Services, Military Equal Opportunity, Equal Employment Opportunity Office, Sexual Harassment/Assault Response and Prevention, and Army Law Enforcement.
6. A training and awareness program coupled with appropriate disciplinary measures is key to the elimination of hazing and bullying. Commander(s) at all levels are

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responsible for ensuring all supervisors and Soldiers are aware of what constitutes

hazing, bullying, and discriminatory harassment, and also the available avenues of redress.

7. Personnel who report incidents are protected from threats or acts of reprisal, and retaliation. Commanders will report allegations of criminal behavior concerning The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment) to law enforcement.

8. Every member of this command must make it his or her priority to ensure everyone is treated with dignity and respect, on and off post. We must work together to eliminate actions and behaviors that undermine trust, violate our ethics, and negatively impact command climate and readiness. If safe to do so, intervene or prevent harassment such that incidents are addressed at the lowest possible level. I expect all leaders and Soldiers to continue to reinforce a climate that is consistent with the Army Values and where behaviors against this policy are prevented, reported, and where necessary properly addressed.

9. The USASMDC MEO Office is the lead agency for assistance with filing MEO complaints and the point of contact for this memorandum at 256-955-9993.

10. This policy is posted on the CMDNET as required reading for all assigned personnel.

"SECURE THE HIGH GROUND"

All forms of harassment are acts of deliberate fratricide to our Team. Prevent it from happening!



DANIEL L. KARBLER
Lieutenant General, USA
Commanding

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