

03 OCT. 2020



DEPARTMENT OF THE ARMY  
HEADQUARTERS, EIGHTH ARMY  
UNIT #15236  
APO AP 96271-5236

EACG

MEMORANDUM FOR All Eighth Army Soldiers

SUBJECT: Eighth Army Command Policy Letter #2, Eighth Army Harassment Prevention and Response Program

1. Reference: Army Regulation (AR) 600-20, Army Command Policy, 24 July 2020.
2. Eighth Army is a values-based organization where everyone is expected to do what is right by treating all persons as they should be treated—with dignity and respect. Army personnel are expected to treat all people with respect in all aspects of life and forms of communication (for example, online or in person).
3. Eighth Army personnel, especially those entrusted with the mantle of leadership, will lead by example and do what is right to prevent abusive treatment of others. Failure to do so brings discredit on Eighth Army and may have strategic implications. Hazing, bullying, and discriminatory harassment of people or their property is prohibited, and allegations of harassment will be addressed swiftly, individually, and in light of their circumstances. Hazing, bullying, online misconduct, and other acts of misconduct, undermine trust, violate our ethic, and negatively impact command climate and readiness.
4. Eighth Army Soldiers must report harassment (hazing, bullying, discriminatory harassment) to their commander/supervisor or the Military Equal Opportunity office.
5. The proponent for this policy is Eighth Army Military Equal Opportunity Program Office at DSN 315-755-8502/8506/0323/0324.

Encl  
Definitions

A handwritten signature in black ink, appearing to read "W. M. Burleson III".

WILLARD M. BURLESON III  
Lieutenant General, USA  
Commanding

Enclosure

## DEFINITIONS

### 1. Harassment

a. 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.

(1) Hazing is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without proper military authority or other governmental purposes:

(a) Any form of initiation or congratulatory act that involves physically striking, beating, paddling, whipping, or burning another person in any manner or threatening to do the same;

(b) Pressing any object into another person's skin, regardless of whether it pierces the skin, such as "pinning" or "tacking on" of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object;

(c) Oral or written berating of another person with the purpose of belittling or humiliating;

(d) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts;

(e) Playing abusive or malicious tricks;

(f) Excessive physical exercise;

(g) Confinement to restricted areas, isolation, or sleep-deprivation;

(h) Immersion in noxious substances;

(i) Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person;

(j) Subjecting another person to excessive or abusive use of water; and

(k) Forcing another person to consume food, alcohol, drugs, or any other substance.

(2) 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.

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.

(1) Bullying is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without a proper military authority or other governmental purpose:

(a) Physically striking another person in any manner or threatening to do the same;

(b) Intimidating, teasing, name calling, mockery, threats of violence, harassment, taunting, social exclusion, isolating, manipulating, blackmailing, and spreading rumors in which there is often a power differential, whether by rank, position, physical stature, social standing or other measures, between the aggressor (one or more) and the victim (one or more);

(c) Oral or written berating of another person with the purpose of belittling or humiliating;

(d) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts;

(e) Playing abusive or malicious tricks;

(f) Branding, handcuffing, duct taping, tattooing, shaving, greasing, painting, hitting, spitting, shoving another person;

(g) Subjecting another person to excessive or abusive use of water;

(h) Forcing another person to consume food, alcohol, drugs, or any other

substance; and

(i) Degrading or damaging another's property or reputation.

(2) 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.

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.

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. Additionally, acts of reprisal or retaliation, as defined in AR 600-20, paragraph 5–11 or other policy, regulation or law, and/or violations against persons as outlined in the UCMJ may violate the provisions of this policy.

(1) Harassment is prohibited in all circumstances and environments, including off-duty and "unofficial" unit functions and settings.

(2) Harassment is not limited to superior-subordinate relationships. They may occur between peers or, under certain circumstances, may involve actions directed toward senior personnel by those junior in rank, grade, or position to them.

(3) Incidents involving sexual assault, harassment, or discrimination must be addressed in accordance with the full display of laws, regulations, and policies pertaining to such allegations. In all cases, appropriate responding and investigative procedures will be followed.

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, phone or other electronic device. Electronic communications include, but are not limited to: text messages, emails, chats, instant messaging, screensavers, blogs, 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, Eighth 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.

2. Definitions are reprinted from AR 600-20, Army Command Policy, paragraph 4-19, dated 24 July 2020.