



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

AFVA-CG

29 August 2024

MEMORANDUM FOR RECORD

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

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

2. Applicability: This policy applies to all Soldiers including active and assigned, attached or under operational control to 1st Cavalry Division, and tenant activities, regardless of location, as well as their Family Members.

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. It is imperative that we foster an environment where every member of the First Team feels, safe, valued and empowered to perform at their best, and where behaviors against this policy are prevented, reported, and, where necessary, addressed at the lowest possible level.

c. I am committed to the prevention of hazing, bullying, discriminatory harassment, online misconduct and other acts of misconduct. Without fear of reprisal, individuals subjected to or who are aware of hazing, bullying, discriminatory harassment, and/or online misconduct should report such actions to their commander, the unit Military Equal Opportunity (MEO) Professional, law enforcement, or the Inspector General (IG). All who report acts or behaviors that undermine dignity and respect of others will be protected from acts or threats of reprisal.

d. Hazing and bullying have no place in our organization. These behaviors not only

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jeopardize the wellbeing of individuals but also disrupt unit cohesion and morale. We must stand united against any actions that demean, degrade, or intimidate others. Bullying is a form of harassment that includes acts of aggression by Soldiers or DA Civilian employees, with intent of harming a Soldier either physically or psychologically. Bullying is the exposure of an individual or group to physical and/or emotional aggression with the intent to cause distress or harm. Hazing is a form of harassment that physically or psychologically injures or creates a risk of physical or psychological injury to Soldiers for the purpose of initiation and/or admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DA Civilian organization. Examples of hazing include but are not limited to pressing an object into another person's skin; oral or written berating with the purpose of belittling or humiliating; and excessive physical exercise. Hazing is not a rite of passage; it is a destructive behavior that must be reported and addressed immediately.

e. Discriminatory Harassment in any form based on race, gender, sexual orientation, religion, national origin, sex (gender or pregnancy), or any other characteristic is unacceptable. Other acts of misconduct violate the dignity and respect of others, including acts of reprisal or retaliation. We are committed to promoting diversity and inclusion within our ranks. Each member of our team brings unique experiences and perspectives. It is our duty to ensure that everyone is treated fairly without bias.

f. Harassment, whether verbal, physical, psychological, undermines the trust and safety that we strive to cultivate within the First Team! This includes any unwelcome or inappropriate behavior that creates a hostile environment. I encourage anyone who experiences or witnesses' harassment to come forward and report it without fear of retaliation. We are here to support you.

g. Online misconduct, in today's digital age, can have serious repercussions. Behaviors such as cyberbullying, sharing inappropriate content, stalking, or engaging in discriminatory remarks over social media are not only damaging to individuals but can also tarnish our unit's reputation. 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. I urge everyone to engage responsibly and respectfully online, both in professional and personal spheres.

h. Victims of hazing, bullying, discriminatory harassment, online misconduct, and maltreatment are encouraged to report incidents to their chain of command, unit

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Military MEO professional, or law enforcement. Commanders will ensure that all reported allegations are properly investigated. Commanders will also provide unit MEO professionals with required details to update and track case information.

i. 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, in accordance with AR 600-20, paragraph 4-19c(5).

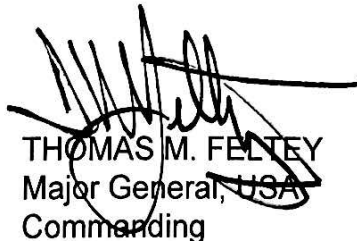
(1) Commanders will incorporate unit-level annual MEO and Harassment Prevention and Response training in combination with training on retaliation and reprisal into the overall unit training plan.

(2) 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.

4. Commanders will ensure widest dissemination of this policy to the lowest levels. Units will permanently post this memorandum on unit bulletin boards.

5. This policy letter supersedes any previous 1st Cavalry Division Open Door Policies and will remain in effect until superseded or rescinded.

6. The point of contact for this memorandum is the 1st Cavalry Division Commanding General's Executive Officer at 254-287-3311 or (DSN) 314-524-8656.


THOMAS M. FELTEY
Major General, USA
Commanding