



DEPARTMENT OF THE ARMY  
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OTSG/MEDCOM Policy Memo 24-013

MCCG

11 April 2025

Expires 4 March 2026

MEMORANDUM FOR All Personnel, Office of The Surgeon General/ U.S. Army  
Medical Command

SUBJECT: Commander's Policy Statement on Harassment Prevention and Response  
Program

1. References:

- a. Army Regulation (AR) 600-20, Army Command Policy, 6 February 2025.
- b. AR 350-1, Army Training and Leader Development, 10 December 2017.

2. Purpose: To describe the Commanding General's Policy statement on Harassment Prevention and Response.

3. Proponent: The proponent for this policy is the office of Military Equal Opportunity (MEO) Programs.

4. The Army values dignity and respect for all. Leaders are expected to lead by example and prevent abusive treatment. This policy reinforces our commitment to a harassment-free environment, encompassing hazing, bullying, discriminatory harassment, online misconduct, and all other forms of misconduct.

5. Commanders will emphasize harassment of any kind is prohibited and will not be tolerated. Commanders will investigate allegations of harassment and ensure harassment complaints are processed through the command MEO Program using the MEO and Harassment Complaint Processing System.

6. Soldiers should promptly report matters to the chain of commander/supervisor, MEO professional, or law enforcement if they experience or witness any incidents of harassment (hazing, bullying, discriminatory harassment, online misconduct, or other acts of misconduct). Soldiers will also intervene or prevent harassment, if safe to do so.

7. Service Members should report incidents of harassment to their commander, law enforcement, or the IG. All allegations of criminal behavior in violation of Harassment Prevention and Response Program policies will be immediately reported to law enforcement.

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8. Commanders, Senior Leaders, and/or supervisors are prohibited from initiating any type of disciplinary or adverse action; take an unfavorable personnel action; or withhold or threaten to withhold a favorable personnel action as a reprisal and/or retaliation against any Soldier because the individual is perceived as making or making a protected communication for violation of law or regulation prohibiting harassment or unlawful discrimination.

9. Harassment Definitions:

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.

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.

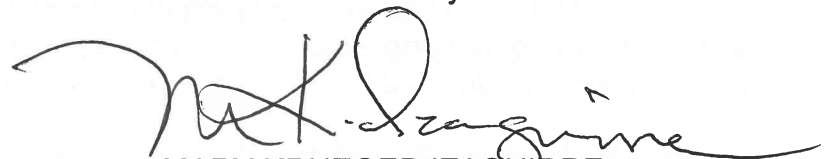
c. Discriminatory harassment. A form of harassment that is unwelcome conduct based on race, color, religion, sex, national origin, or sexual orientation.

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.

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.

10. Senior Leaders at all levels will ensure this policy is effectively communicated to everyone in the command and together we will reaffirm the commitment to the prevention of all forms of harassment by fostering a positive command climate.

11. Point of contact for this policy memo is the Military Equal Opportunity Programs office at 210-466-5807 or email: corebrians.a.abraham.mil@army.mil.

A handwritten signature in black ink, appearing to read 'M. Krueger Izaguirre', with a large, stylized loop at the end.

MARY KRUEGER IZAGUIRRE  
Lieutenant General, USA  
The Surgeon General and  
Commanding General, USAMEDCOM