



DEPARTMENT OF THE ARMY
HEADQUARTERS, 108TH AIR DEFENSE ARTILLERY BRIGADE
BLDG X-4514 AIR DEFENSE LOOP
FORT BRAGG, NORTH CAROLINA 28310-5000

AFVL-DBC

18 June 2025

MEMORANDUM FOR All Personnel of the 108th Air Defense Artillery Brigade

SUBJECT: Policy Memorandum #11: The Army Harassment Prevention and Response Program (Hazing, Bullying, and Discriminatory Harassment Online Misconduct and Other Acts of Misconduct)

1. Reference. AR 600-20, Army Command Policy, Chapter 6, 6 February 2025
2. Purpose: To prevent incidents of hazing, bullying, discriminatory harassment, online misconduct, and other misconduct to promote the fair and equitable treatment of all persons. This policy applies to all Soldiers and Civilians assigned to or under the operational control of the 108th Air Defense Artillery Brigade.
2. 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.
 - 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.
 - c. Discriminatory harassment. A form of harassment that is unwelcome conduct based on race, color, religion, sex (including pregnancy), national origin, or sexual orientation.

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d. 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.

e. 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.

f. Hazing, bullying, discriminatory harassment, online misconduct, and other misconduct that undermine dignity and respect are prohibited. Everyone maintains the right to work and live in an environment free of hostility. The physical or mental injury caused by hazing, bullying, discriminatory harassment, and online misconduct damages the unit readiness of the force. It further destroys trust and cohesion amongst Soldiers, and Civilians. Commanders are responsible for protecting complainants of hazing, bullying, discriminatory harassment, online misconduct, and other misconduct from reprisal or retaliation.

g. Victims of hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct are encouraged to report incidents to their chain of command, Military Equal Opportunity, and/or law enforcement. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing, bullying, and online misconduct allegations reported to a commander will be investigated appropriately. Commanders will also provide Equal Opportunity Advisors with required case details to update and track case information within the MEO database.

h. Every commander, director, and supervisor will lead by example and do what is right to prevent hazing, bullying, discriminatory harassment, online misconduct, and other misconduct. Commanders will take proper action to create and sustain an environment that promotes dignity, respect, teamwork, and trust.

3. The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both. Harassment does not include properly directed command activities that serve a legitimate purpose, or the requisite training activities required to prepare for such activities. When authorized by the chain of command and/or operationally required, the following activities do not constitute hazing or bullying:

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a. The physical and mental hardships associated with operations or operational training.

b. Lawful punishment imposed pursuant to the UCMJ.

c. Administrative corrective measures, and command authorized physical exercises, extra military instruction or corrective training to include remedial physical training.

d. Other similar activities that are authorized by the chain of command conducted in accordance with this or another applicable regulation.

4. Commanders at echelon will complete a command climate action plan and executive summary within 30 days of receipt of their Defense Organizational Climate Survey (DEOCS) results.

b. Action plans will be briefed within 30 days to the next higher-level commander and results sent to the servicing MEOA (Brigade level or higher).

c. For any SHARP-related climate factors that result in less than a 70% favorability rating, unit commanders will employ neutral parties to facilitate focus group discussion within their units to identify the causes. Facilitators should be SHARP-trained professionals with current DoD Sexual Assault Advocate Certification Program credentials. If necessary, commanders will take additional appropriate action. These actions will be specifically notated in the action plan.

5. The 108th ADA BDE MEO office is the lead agency for assistance with the Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment) and their point of contact for this memorandum is the 108th ADA BDE EOA, SFC Robert Lighthall at 910-574-2775 or Robert.e.lighthall.mil@army.mil.

6. This policy supersedes any previous memorandum on this subject and is effective until it is rescinded.

7. This policy memorandum will be permanently posted on unit bulletin boards.

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8. The point of contact for this memorandum is the 108th Air Defense Brigade Equal Opportunity Advisor, SFC Robert Lighthall at robert.e.lighthall.mil@army.mil.



KING E. COOPER JR.
COL, AD
Commanding