DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND
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OTSG/MEDCOM Policy Memo 26-006

MCCG

Expires 4 March 2028

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. SECWAR memo (EO/EEO Policy Reform), 30 September 2025.

b. Army Regulation (AR) 350-1, Army Training and Leader Development, 1 June 2025.

c. AR 600-20, Army Command Policy, 6 February 2025.

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) Program.

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 command/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. All allegations of criminal behavior in violation of Harassment Prevention and Response Program policies will be immediately reported to law enforcement.
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 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 Department of the Army (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 Department of the Army 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, and 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 usarmy.jbsa.medcom-hq.list.medcom-eo@army.mil.

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Lieutenant General, USA
The Surgeon General and
Commanding General, USAMEDCOM