



**OFFICE OF THE SUPERINTENDENT  
UNITED STATES MILITARY ACADEMY  
WEST POINT, NEW YORK 10996-5000**

**JUN 27 2022**

**MASP**

**MEMORANDUM FOR All Personnel Assigned to the West Point Military Reservation  
and Fort Hamilton**

**SUBJECT: Command Policy Letter #2 – Treatment of Persons**

**1. PURPOSE.** To establish the West Point Military Reservation and Fort Hamilton Policy on Treatment of Persons (Hazing and Bullying).

**2. REFERENCES.**

a. Department of Defense Instruction (DoDI) 1020.03, Harassment Prevention and Response in the Armed Forces, 8 February 8 2018, Incorporating Change 1, Effective 29 December 2020

b. Department of Defense Instruction (DoDI) 1350.02, DoD Military Equal Opportunity Program, 4 September 2020

c. Department of Defense Directive (DoDD) 1020.02E, Diversity Management and Equal Opportunity in the DoD, 8 June 2015, Incorporating Change 2, Effective 1 June 2018.

d. Army Regulation (AR) 600-20 (Army Command Policy)

e. Command Policy Letter #4 - Military Equal Opportunity (EO)

f. Command Policy Letter #5 - Military Equal Opportunity (EO) Complaint Procedures

**3. APPLICABILITY.** This policy applies to all personnel assigned or attached to the West Point Military Reservation and Fort Hamilton, including tenant units.

**4. POLICY.** the West Point Military Reservation and Fort Hamilton are values-based organizations in which every Cadet, Service member, and Family member will be treated with dignity and respect. Bullying, hazing, and other behaviors that may undermine dignity and respect contrary to our values and are prohibited. Every member

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of the chain of command will ensure that any complaint of bullying or hazing reported is protected from reprisal or retaliation. All commanders, directors, and leaders will ensure this policy is effectively communicated to every Cadet, Service member, and Civilian employee under their command or supervision.

5. PROCEDURES. Attempts should be made to resolve complaints of bullying and hazing at the lowest level possible within the organization. If the victim feels that this is not an option, they should immediately report incidents of bullying, hazing, or any other unacceptable behavior to their chain of command, the Inspector General, or the Military Police.

6. SCOPE. Hazing or bullying is not limited to superior-subordinate relationships. Incidents may occur between peers or even, under certain situations, may involve actions directed towards senior military personnel by those junior in rank or grade to them. Hazing and bullying is prohibited in formal as well as day-to-day military settings, to include off-duty, on-line, unofficial festivities or unit functions.

7. RESPONSIBILITIES. Commanders, leaders, and supervisors at all levels will immediately report allegations of criminal conduct to law enforcement. All other hazing or bullying allegations that are reported will be investigated with a commander's inquiry or 15-6 investigation. Individuals may also report incidents of hazing or bullying to the Inspector General (IG) office. Regardless of the type of investigation conducted, all reports of hazing or bullying will be synchronized with the Military Equal Opportunity Advisor (EOA) to ensure that all the allegations are recorded as required by AR 600-20 and higher headquarters.

8. EXPIRATION. This policy is in effect until superseded or rescinded.

9. PROPONENT. The proponent of this command policy is the USMA EO Office, (845) 938-6745/4376.



STEVEN W. GILLAND  
Lieutenant General, U.S. Army  
Superintendent