



OFFICE OF THE COMMANDANT
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996

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AUG 28 2019

USCC POLICY MEMORANDUM (CC-19-02)

SUBJECT: Hazing and Bullying

1. REFERENCES:

- a. AR 600-20, Army Command Policy, 06 November 2014
- b. AR 600-100, Army Profession and Leadership Policy, 5 April 2017
- c. USMA Command Policy Letter - Treatment of Persons, 02 July 2018

2. PURPOSE: To establish the United States Corps of Cadets (USCC) Hazing and Bullying Policy.

3. POLICY: Adherence to the professional Army ethic and its support of individual values creates an environment conducive to personal and professional growth. Hazing and bullying undermines mission performance and creates an environment that impairs morale and interferes with the work productivity of its victims and their co-workers. Anyone who is subject to such acts by supervisors, co-workers, or subordinates should make it clear that such behavior is inappropriate and unwelcomed and immediately report the incident to the chain-of-command or through other appropriate channels. Military personnel, Family Members, and DOD civilians maintain the right to present their complaints to the command without fear of intimidation, reprisal, or harassment.

4. DEFINITION: Hazing and bullying are defined as any conduct whereby one military member or employee, regardless of service or rank, unnecessarily causes another military member or employee, regardless of service rank, to suffer or be exposed to an activity that is cruel, abusive, oppressive, or harmful.

- a. Hazing and bullying include but are not limited to any form of initiation "rite of passage" or congratulatory act that involves: physically striking another in order to inflict pain; piercing another's skin in any manner; forcing or requiring the consumption of excessive amounts of food, alcohol, drugs, or other substances; or encouraging another to engage in illegal, harmful, demeaning or dangerous acts. Soliciting or coercing another to participate in any such activity is also considered hazing or bullying. Hazing and bullying need not involve physical contact among or between military members or

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employees; incidents can be verbal or psychological in nature. Regardless of the intent behind such activities, they are ultimately destructive to unit cohesion and contrary to good order or discipline. Express or implied consent to hazing is not a defense to violation of this policy letter.

b. When authorized by the chain of command and/or when operationally required, the following activities do not constitute hazing or bullying:

(1) The physical and mental hardships associated with operations or operational training.

(2) Administrative corrective measures, including verbal reprimands and a reasonable number of repetitions of authorized physical exercise.

(3) Extra military instruction or training with the intent of improving Soldiers' performance.

(4) Physical training (PT) or remedial PT conducted with the intent to improve Soldiers' performance.

5. **SCOPE:** Hazing or bullying is not limited to superior-subordinate relationships. Incidents may occur between peers or even, under certain circumstances, may involve actions directed towards senior military personnel by those junior in rank or grade to them (for example, a training instructor hazing a student who is superior in rank). Hazing or bullying is prohibited in formal and, as well as, day-to-day military settings, to include off-duty or "unofficial" celebrations or unit functions.

6. **COMMAND RESPONSIBILITIES:** Every Soldier and civilian maintains the right to work and live in an environment free of hostility; therefore it is imperative that commanders and directors at all levels enforce this policy. All commanders and directors will ensure that this policy is effectively communicated to every military member and civilian employee under their command or supervision. Every member of the chain of command will ensure that any complaint of hazing or bullying brought forward are protected from reprisal or retaliation. Commanders will take immediate action to conduct a thorough and fair investigation, as well as, take appropriate action if the complaints are founded.

7. **COMMAND OPTIONS:** This policy is punitive in nature. Soldiers who violate this policy are subject to adverse administrative action and/or punishment under the Uniform Code of Military Justice. Department of the Army civilian employees who violate this policy are subject to discipline action. Commanders should seek the advice and counsel of their legal advisor when taking actions pursuant to this paragraph.

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8. **EXPIRATION:** This command policy memorandum will remain in effect until superseded or rescinded.

9. **POINT OF CONTACT:** The USCC EO Advisor at (845) 938-8456.

A handwritten signature in black ink, appearing to read 'Curtis A. Buzzard', with a stylized flourish at the end.

CURTIS A. BUZZARD
Colonel, IN
Commandant of Cadets