MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter #18 - Hazing

1. Reference:
   a. AR 600-20 Army Command Policy, 06 November 2014
   b. Cadet Command Policy Letter # 6 (Anti-Harassment), 19 October 2016

2. Purpose: To establish a formal policy and awareness about Hazing and prevention within 5th Brigade.

3. Scope: Provisions of this memorandum apply to all personnel assigned or attached to 5th Brigade to include Cadets.

4. Hazing, as defined in the revised Army Regulation 600-20, is any conduct whereby one or more military members, family members and civilian members, regardless of service, rank, grade, or position, intentionally or recklessly and unlawfully endangers the mental or physical health or safety of another member or employee, regardless of service, rank, grade, or position, by any action taken, or situation created, that is cruel, abusive, humiliating, oppressive, demeaning or harmful. This especially applies to our Cadets who will become future leaders of America. Hazing, includes but is not limited to, any form of initiation, "rite of passage" or congratulatory act, or excessive corrective measures that involve: physically striking another in order to, or resulting in, the infliction of pain or injury, piercing another's skin in any manner, forcing or requiring the consumption of excessive amounts of substances, or encouraging illegal, harmful, demeaning or dangerous acts. Hazing can be verbal or psychological in nature. Participants and conspirators may be prosecuted under the Uniform Code of Military Justice.

5. I expect all leaders to understand that hazing has a negative impact on readiness and a direct impact to our mission. The physical or mental injury caused by hazing damages and destroys trust and cohesion among Cadets and Soldiers. Hazing erodes the foundation of the Army Values and Warrior Ethos.
6. I recognize that leaders must enforce standards and exercise strong leadership, and that this may include organizing team-building activities. This does not, however, allow for any activity that crosses the line and results in an abuse of power or humiliation. Effective leaders must never participate in, allow or condone hazing. I expect all Cadre, Staff and Cadets to treat each other will dignity and respect that does not involve hazing in any form.

7. I expect every member of 5th Brigade to include Cadets who are participating in the United States Army Cadet Command program to vigilantly guard against any form of hazing and report any incident of hazing to the chain of command. Additionally, AR 350-1 requires all DA civilians and all military supervisors of civilians to complete the annual “EEO, Anti-Harassment, and No FEAR Training” to ensure civilians and their supervisors are fully aware of their rights, responsibilities, and obligations regarding EEO, Anti-Harassment and the No FEAR Act.

8. Post a copy of this policy on all bulletin boards. The POC for this policy is Mr. Van Straten at 210-295-0779 or steven.j.vanstraten.civ@mail.mil.

CHRIS S. ALPEIRI
COL, AR
Commanding

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