



DEPARTMENT OF THE ARMY
10TH ARMY AIR AND MISSILE DEFENSE COMMAND
UNIT 25357
APO AE 09067

AECG-AMD

8 November 2019

MEMORANDUM FOR All Personnel Assigned, Attached, or OPCON to 10th Army Air and Missile Defense Command (AAMDC), Rhine Ordnance Barracks, Germany 09067

SUBJECT: Policy Letter # 5, Treatment of Persons (Hazing and Bullying)

1. References:

- a. Army Regulation (AR) 600-20, Army Command Policy.
- b. AR 380-67, Personnel Security Program.
- c. Department of Defense Directive (DoDD) 1020.02, Diversity Management and Equal Opportunity in the Department of Defense.
- d. Training Circular (TC) 26-6, Commander's Equal Opportunity Handbook.

2. Purpose. To notify all 10th AAMDC Soldiers and leaders of the Commander's Treatment of Persons Policy.

3. Policy.

- a. We are professional, disciplined warriors in a values-based organization. Our organization expects that Soldiers treat all persons with dignity and respect. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and erode the trust and cohesion necessary to create an effective fighting force.
- b. Adherence to the Army Values creates an environment conducive to personal and professional growth, which improves our readiness. I expect that Soldiers and Department of the Army (DA) Civilians treat people with dignity and respect at all times, whether on or off duty, and regardless of whether they are on post or off.
- c. Individuals may report incidents of bullying, hazing, or other unacceptable behavior to their chain of command, the Equal Opportunity Advisor, the Inspector General, or the military police.
- d. Commanders will immediately report allegations and behavior that appear to be criminal in nature to law enforcement and consult with the command's military justice advisor before conducting any further inquiry or investigation.

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e. All other allegations that are reported to a commander will be investigated by the Inspector General's office or referred to the chain of command for investigation.

f. Reports of hazing sent to the Inspector General may be investigated by the Inspector General's office or referred to the chain of command for investigation.

g. Regardless of the type of investigation conducted into a hazing or bullying allegation, commanders are responsible for coordinating with their unit equal opportunity advisor to ensure the allegation is properly recorded and tracked.

4. Anyone who makes an allegation of bullying, hazing, or other behavior that undermines dignity and respect will be protected from acts or threats of reprisal.

5. Commanders will ensure that a copy of this memorandum is posted on unit bulletin boards.

6. The point of contact for this memorandum is the 10th AAMDC Equal Opportunity Advisor, SFC Carlos X. Retana, at carlos.x.retana.mil@mail.mil and 314-493-2226.



GREGORY J. BRADY
Brigadier General, USA
Commanding