



DEPARTMENT OF THE ARMY
10TH ARMY AIR AND MISSILE DEFENSE COMMAND
UNIT 25357
APO AE 09136-5357

AECG-AMD

OCT 03 2022

MEMORANDUM FOR All Personnel Assigned, Attached, or OPCON to 10th Army Air and Missile Defense Command (AAMDC), Sembach, Germany 09136

SUBJECT: Policy Letter # 5, 10th AAMDC Harassment Prevention and Response Program

1. References:

- a. AR 600-20, Army Command Policy.
- b. DoDI 1020.03, Harassment Prevention and Response in the Armed Forces.

2. Purpose. To notify all 10th AAMDC Soldiers, Department of the Army (DA) Civilians, and Family members of the Commander's Harassment Prevention and Response Program Policy.

3. Applicability. This policy applies to all units assigned/attached, or OPCON to 10th AAMDC.

4. Policy.

a. As Commander of 10th AAMDC, I am committed to providing a workplace that is free from all forms of harassment and where individuals are treated with dignity and respect. 10th AAMDC is a values-based organization. Our organization expects all its members to treat all persons with dignity and respect. 10th AAMDC is committed to preventing harassment which includes hazing, bullying, discriminatory harassment, online misconduct, and other misconduct that undermines dignity and respect. These acts are fundamentally in opposition to our values and erode the trust and cohesion necessary to create an effective fighting force.

b. Harassment prohibited by this policy includes, but is not limited to the following.

(1) Hazing includes conduct which physically or psychologically injures or creates the risk thereof with the purpose of admission, initiation, and/or affiliation with continued membership in any military or DA Civilian organization.

(2) Bullying includes acts of aggression with the intent to harm physically or psychologically.

(3) Discriminatory harassment is unwelcome conduct based on race, color, religion, sex (including gender identity), national origin, or sexual orientation.

(4) Other acts of misconduct may or may not meet the definitions of hazing or bullying above yet may violate the dignity and respect of others.

(5) Online misconduct is the use of electronic communication to inflict harm. Examples include but are not limited to the aforementioned categories of harassment, stalking, retaliation and other forms of misconduct conducted on electronic forums.

c. 10th AAMDC does not tolerate or condone harassment. Harassment jeopardizes combat readiness and mission accomplishment, weakens trust within the ranks, and erodes unit cohesion. I expect Soldiers and Department of the Army (DA) civilian employees, assigned, OPCON, or attached to this command, to at all times treat people both within and outside the command with dignity and respect while on or off duty whether on or off post.

d. Individuals may report incidents of harassment that include bullying, hazing, or other unacceptable behavior to their chain of command, the Equal Opportunity Advisor, the Inspector General, or the military police. Furthermore, it is the duty of anyone who witnesses or becomes aware of harassment directed at another person to report the matter, with the exception of the chaplain when exercising confidentiality.

e. Personnel who report incidents are protected from acts or threats of reprisal.

f. Commanders will report allegations of criminal behavior of The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment) to law enforcement, and consult with the command's legal advisor before conducting any further inquiry or investigation.

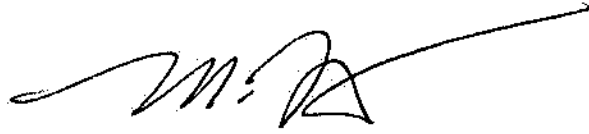
g. Regardless of the type of investigation conducted into a harassment allegation, commanders are responsible for coordinating with their unit equal opportunity advisor to ensure the allegation is properly recorded and tracked.

5. A copy of this memorandum will be posted on unit bulletin boards.

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6. The point of contact for this memorandum is the 10th AAMDC Equal Opportunity Advisor MSG Carlos X. Retana at carlos.x.retana.mil@army.mil and 314-528-7924.

A handwritten signature in black ink, appearing to read 'M. Barnett', with a long horizontal stroke extending to the right.

MAURICE O. BARNETT
Brigadier General, USA
Commanding