



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BAVARIA
UNIT 28130
APO AE 09114-8130

OCT 14 2016

IMBA-EO

MEMORANDUM FOR All USAG Bavaria Military and Civilian Personnel, and Family Members

SUBJECT: USAG Bavaria Policy Letter #22, Treatment of Persons

1. References:

- a. Army Regulation 600-20, Army Command Policy.
- b. Army in Europe Command Policy Letter 5, Treatment of Persons.

2. The Army is a values-based organization in which everyone is expected to do what is right by treating all persons with dignity and respect. Bullying, hazing, and other behavior that undermines dignity and respect are fundamentally in opposition to our values and are prohibited. Commanders, supervisors, and all other members of the United States Army Garrison (USAG) Bavaria team must work together to prevent bullying, hazing, and other behavior that undermines dignity and respect.

3. Prevention is the best tool for eliminating hazing or bullying. Leaders will ensure their Soldiers and civilian employees receive annual training in the prevention of hazing and bullying. Leaders will take immediate steps to address cases of hazing or bullying brought to their attention. Soldiers who violate this policy may be subject to punishment under the UCMJ in accordance with AR 600-20, paragraph 4-19.

4. Allegations of hazing or bullying should ideally be handled at the lowest level. If this is not an option, Soldiers, Civilians, and Family members should immediately report incidents of hazing, bullying, or other unacceptable behavior to their chain of command, the inspector general, or the military police.

- a. Commanders, leaders and supervisors will immediately report allegations of actions that appear to be criminal behavior to law enforcement and consult with the command's legal advisor before conducting any further inquiry or investigation.

- b. All other allegations that are reported to a commander or supervisor will be investigated according to AR 15-6 or as a commander's inquiry.

- c. 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.

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

5. Soldiers, civilian employees, and Family members are responsible for treating one another with dignity and respect. We must not tolerate or condone hazing or bullying on or off post. Leaders will set the example and create an environment conducive to good order and discipline.

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

7. POC for this policy is the USAG Bavaria EO Office at 475-7215, CIV 09641-83-7215.


LANCE C. VARNEY
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