



Fraternization



Prohibited personal relationships between military service members of different ranks and positions.

- Fraternization not only includes the prohibition of personal relationships between officers and enlisted/NCOs and junior enlisted personnel (like business relationships, romantic relationships, and gambling), but it also includes interactions that create a perception of undue familiarity (this might include repeated visits to bars, nightclubs, restaurants, or each other's homes to hang out (social gatherings that include the whole unit, office, or section do not count)).
- Fraternization becomes a criminal offense under Article 134 of the UCMJ when the conduct "has compromised the chain of command, resulted in the appearance of partiality, or otherwise undermined good order, discipline, authority, or morale."
- Penalties for fraternization vary according to severity and overall impact on good order and discipline, to include:
 - Verbal or written reprimand.
 - Article 15:
 - 30-day suspension from duty
 - Loss of a half-month's pay for two months
 - Confinement in quarters for 30 consecutive days
 - Extra duties or additional limits
 - Court-martial
 - Dismissal
 - Forfeiture of pay
 - Confinement for two years.

See Army Regulation 600-32



HAZING



Any conduct through which Service Members or DoD civilians, WITHOUT a proper military or governmental purpose, PHYSICALLY or PSYCHOLOGICALLY injure or create risk of injury to service members for the purpose of:

- Initiation into
- Admission into
- Affiliation with
- Change in status or position within
- Continued membership in any military or DoD organization

HAZING does **NOT** include properly directed command organizational activities that serve a proper military or other governmental purpose, or the requisite training activities required to prepare for such activities including but not limited to:

- Command-authorized physical training
- Administrative corrective measures
- Extra military instruction

HAZING can be conducted through the use of electronic devices or communications, to include social media, as well as in person



What Constitutes HAZING?



Evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without proper military or other governmental purpose:

- Any form of initiation or congratulatory act involving physically striking another person in any manner or threatening to do so
- Pressing any object into another person's skin; regardless of whether it pierces the skin ("pinning" or "tacking on" rank, aviator wings, jump wings, diver insignia, badges, or medals)
- Oral or written berating of another person with the purpose of belittling or humiliating
- Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts
- Playing abusive or malicious tricks
- Excessive physical exercise
- Confinement to restricted areas, isolation, or sleep deprivation
- Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person
- Subjecting another person to excessive or abusive use of water
- Forcing another person to consume food, alcohol, drugs, or any other substance
- Soliciting, coercing, or knowingly permitting another person to solicit or coerce acts of hazing



BULLYING



A form of harassment that includes acts of aggression by Service Members or DoD civilian employees, with a nexus to military service, with the intent of harming a Service Member either **PHYSICALLY or PSYCHOLOGICALLY, without a proper military or other governmental purpose.**

- May involve the singling out of an individual from his or her coworkers, or unit, for ridicule because he or she is considered different or weak.
- Often involves an imbalance of power between aggressor and victim.

BULLYING does **NOT** include the enforcement of necessary or proper duties and the requirement of their performance does not violate this policy even if the duties may be arduous, hazardous, or both. When authorized by the chain of command and/or operationally required, the following activities do **NOT** constitute bullying:

- Physical and mental hardships associated with operations or operational training.
- Lawful punishment imposed pursuant to the UCMJ.
- Administrative corrective measures including verbal reprimands and command authorized physical exercise.
- Extra military instruction or corrective training that is a valid exercise of military authority needed to correct a Soldier's deficient performance.
- Physical training (PT), remedial PT, or other similar activities authorized by the chain of command and conducted IAW applicable regulations.

BULLYING can be conducted through the use of electronic devices or communications, to include social media, as well as in person



What Constitutes BULLYING?



Evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without proper military or other governmental purpose.

- Physically striking another person in any manner or threatening to do the same
- Intimidating, teasing, or taunting another person
- Oral or written berating of another person with the purpose of belittling or humiliating
- Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts
- Playing abusive or malicious tricks
- Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person
- Subjecting another person to excessive or abusive use of water
- Forcing another person to consume food, alcohol, drugs, or any other substance
- Degrading or damaging another's property or reputation
- Soliciting, coercing, or knowingly permitting another person to solicit or coerce acts of bullying

Bullying is prohibited in all circumstances and environments, including off-duty or “unofficial” unit functions and settings.



Responsibilities



All Soldiers are responsible for:

- Promptly reporting matters to chain of command/supervisor if they experience or witness any incidents of mistreatment of persons (HAZING, BULLYING, online misconduct, or other acts of misconduct).
- Conducting themselves appropriately and so what is right; treat all persons as they should be treated - with dignity and respect.
- Intervening or preventing, if safe to do so, mistreatment of persons, such that incidents are addressed at the lowest possible level.

Commanders are responsible for:

- Publishing and posting Command Policy statements on the treatment of persons.
- Conducting BULLYING and HAZING training for their unit annually.
- Reporting all allegations of BULLYING or HAZING to their Equal Opportunity Advisor for input in the Equal Opportunity Reporting System.
- Intervening in any hazing activities that may occur before, during, or after ceremonies or events.
- Discuss how volunteering to be HAZED is unacceptable.

Service Members may be held responsible for an act of HAZING or BULLYING even if there was actual or implied consent from the victim and regardless of the grade or rank, status, or Service of the victim.