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MEMORANDUM FOR ALL USU MILITARY AND UNIFORMED PERSONNEL

SUBJECT: Brigade Commander's Policy on Hazing and Harassment

1. All personnel will maintain the highest standards of honesty, integrity, and conduct to assure proper performance of duties and ensure mutual respect and trust. Hazing and harassment are examples of unacceptable conduct and violate these standards. The chain of command will not condone nor tolerate any form of hazing or harassment.
2. Harassment is defined as any act or repeated act(s) used to irritate or torment persistently. Hazing is defined as teasing, persecution, or abuse of an individual or group of individuals with meaningless, difficult, or demeaning tasks. Harassment and hazing are humiliating and run directly contrary to our services' Core Values.
3. Inappropriate behavior or abuse, either physical or emotional, will not be permitted to be part of the training or ceremonies which commemorate the proud traditions of Military service. This includes, but is not limited to: initiations, ceremonies, and celebrations that include unprofessional practical jokes or demeaning performances.
4. There shall be no "initiations" for any new members of the command. Those ceremonies, customary and traditional to the military service, will be conducted and supervised to ensure proper decorum, dignity, and self-respect are maintained.
5. Any personnel subjected to hazing, or a witness to hazing, will take action to stop it and report it through their chain of command or other established grievance mechanisms. Reprisal against a person submitting a complaint will not be tolerated. The location of the hazing is irrelevant. Hazing is forbidden regardless of where it occurs and each member of the command will actively work to prevent such inappropriate conduct.


S. M. HUSSEY