



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
UNITED STATES ARMY NONCOMMISSIONED OFFICER ACADEMY FORT DIX  
BUILDING 5518 SEVER AVENUE  
JOINT BASE MCGUIRE-DIX-LAKEHURST, NJ 08640-7226

AFRC-RTC-ND

13 May 2015

MEMORANDUM FOR Academy Personnel

SUBJECT: Policy Letter 28 Treatment of Others Policy

1. Reference AR 600-20, Army Command Policy, dtd 6 November 2014, para 4-19.
2. The Army is based on values to treat everyone with dignity and respect. Maltreatment of unit members is not tolerable in any organization. Hazing and bullying undermine the values of the Army. Therefore, the Army does not allow conduct of a Soldier to cause suffering or exposure to cruel, abusive, or harmful activities. Maltreatment utilizing hazing or bullying is punitive. Soldiers who violate this policy may be subject to punishment under the UCMJ.
  - a. *Hazing*. Any conduct whereby a Servicemember or members regardless of service, rank, or position, and without proper authority, recklessly or intentionally causes a Servicemember to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful.
  - b. *Bullying*. Any conduct whereby a Servicemember or members, regardless of service, rank, or position, intends to exclude or reject another Servicemember through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other Servicemember's dignity, position, or status.
3. Anyone having knowledge of the above behaviors must report it to the chain of command. The chain of command has a responsibility to investigate, either formally or informally, the incident and determine the validity of the report and then take action or dispel rumors.
4. Point of contact for this action is the First Sergeant at 609 562-2239.

KIMBERLY K. KEMPER  
CSM, USA  
Commandant