



DEPARTMENT OF THE ARMY AND AIR FORCE  
JOINT FORCE HEADQUARTERS, MISSISSIPPI NATIONAL GUARD  
THE ADJUTANT GENERAL'S OFFICE  
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NGMS-HRO-EEM

1 October 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy 16-06, Hazing and Bullying Policy

1. References: Army Regulation 600-20, dated 6 November 2014.  
Army Regulation 15-6, dated 1 April 2016.
2. Purpose: Establish Commander's Policy on Treatment of Persons (Hazing and Bullying).
3. Applicability: This policy applies to all Mississippi National Guard (MSNG) personnel (military, technician, and civilian employees).
4. As Adjutant General of the Joint Force Headquarters, Mississippi National Guard, it is my policy, without exception, that all MSNG personnel (military, technician and civilian employees) are entitled to a work environment free from hazing and bullying. This is clearly a leadership issue and a form of misconduct that requires personal awareness and immediate attention of every supervisor and commander.
5. The MSNG is a values-based organization where everyone is expected to do what is right by treating all persons with dignity and respect. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited. Every MSNG member maintains the right to work and serve in an environment free of hostility; therefore, it is imperative that commanders and directors at all levels enforce this policy. All Commanders and directors will ensure this policy is effectively communicated to all personnel under their command or supervision. Every member of the chain of command and supervisors will ensure any complaints of hazing or bullying brought forward is protected from reprisal or retaliation.
6. Definitions:
  - a. Hazing: Any conduct whereby an MSNG member regardless of service, rank, or position, employment status, and without proper authority, recklessly or intentionally causes an MSNG members to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning or harmful. Soliciting or coercing another to participate in any such activity is also considered hazing. Hazing need not involve physical contact among or between military members or employees; it can be verbal or psychological in nature. Likewise, it need not be committed in the physical presence of the victim, it may be accomplished through written or phone messages, text messages, email, social media or any other virtual or electronic medium. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator. Without outside intervention, hazing conduct typically stops at an identified end-point.
  - b. Bullying: Bullying is any conduct whereby an MSNG member or members, regardless of service, rank, position or employment status intends to exclude or reject another. MSNG

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members through cruel, abusive, humiliating, oppressive, demeaning or harmful behavior, which results in diminishing the other MSNG member's dignity, position or status. Without intervention, bullying will typically continue without any identifiable end-point. Bullying may include an abuse of authority. Bullying tactics include, but are not limited to, making threats, spreading rumors, social isolation and attacking someone physically, verbally or through the use of electronic media.

c. Additional examples of hazing and bullying are outlined in para 4-19, AR 600-20. Hazing and bullying are prohibited in all cases, to include off-duty or "unofficial" celebrations or unit functions, on or off post.

7. When authorized by the chain of command and not unnecessarily cruel, abusive, oppressive or harmful, the following activities do not constitute hazing or bullying:

a. The physical and mental hardships associated with operations or operational training.

b. Administrative corrective measures, including verbal reprimands and a reasonable number of repetitions of authorized physical exercises.

c. Extra military instruction or training with the intent of improving Soldiers' performance.

d. Physical training (PT) or remedial PT conducted with the intent to improve Soldiers' performance.

8. Scope: Hazing or bullying is not limited to superior-subordinate relationships. Incidents may occur between peers or even, under certain circumstances, may involve actions directed towards senior military personnel by those junior in rank or grade to them (for example, a training instructor hazing a student who is superior in rank). Hazing or bullying is prohibited in formal as well as day-to-day settings, to include off-duty or "unofficial" celebrations or unit functions.

9. Command responsibilities. This policy is punitive in nature. MSNG members who violate this policy may be subject to adverse administrative action and/or punishment. Commanders should seek the advice and counsel of their legal advisor when taking actions pursuant to this policy. Commanders and supervisors at all levels will immediately report allegations of criminal behavior to law enforcement. All other hazing or bullying allegations that are reported to a commander will be investigated in accordance with the preliminary inquiry procedures set forth in AR 15-6. Individuals may also report incidents of hazing to the appropriate Inspector General's office and these incidents may be investigated by that office or referred to the command for investigation. Regardless of the type of investigation conducted into the hazing or bullying allegation (law enforcement, IG, or administrative), all reports of hazing and bullying will be coordinated with the unit Equal Opportunity Advisor (EOA) to ensure all allegations are recorded and tracked. If an MSNG member possesses a security clearance, commanders will ensure the security manager records

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the derogatory information as an incident report in the JPAS (or subsequent system) in accordance with AR 380–67.

10. Training: IAW AR 350-1, commanders will conduct training on anti-hazing and anti-bullying as part of the Equal Opportunity (EO) training requirements related to promoting a healthy unit climate.

11. Subordinate commanders will publish a "Treatment of Person's" policy. Statements will be consistent with this policy, include the local command's commitment to prevention of hazing and bullying, and reaffirm these behaviors will not be tolerated. The command policy will explain how and where to file complaints and will state that all complainants will be protected from acts or threats of reprisal.

12. Individual responsibilities: Every MSNG members is responsible for the following:

- a. Advising the command of any incidents of hazing or bullying.
- b. Conducting themselves in accordance with this policy and treating all persons as they should be treated – with dignity and respect.
- c. Ensure that those who present their complaints to the command do so without fear of intimidation, reprisal, or harassment.

13. Expiration: This policy memorandum will remain in effect until superseded or rescinded.

14. Point of contact is MAJ LaKetter M. Cannon, at 601-313-6124 or email laketter.m.cannon.mil@mail.mil



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