



DEPARTMENT OF THE ARMY  
LANDSTUHL REGIONAL MEDICAL CENTER  
UNIT 31000  
APO AE 09180-3100

MCEU-LCO

17 March 2025

MEMORANDUM FOR ALL PERSONNEL ASSIGNED TO OR ATTACHED TO  
LANDSTUHL REGIONAL MEDICAL CENTER (LRMC)

SUBJECT: LRMC Command Policy Letter 23 - The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment)

1. References:

a. AR 600-20, Para. 4-16, Army Command Policy, 6 February 2025.

b. Medical Readiness Command Europe Policy Letter 25-009, The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment), 22 February 2025

2. Purpose: to provide guidance concerning the Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment)

3. Applicability: this policy memorandum applies to all Service Members, DA and DHA Civilians, assigned or attached to LRMC and their Family Members. However, it does not apply to DA and DHA Civilians wishing to file a harassment complaint; they should seek assistance with their Equal Employment Opportunity (EEO) Office.

4. LRMC is a values-based organization where everyone is expected to do what is right and to treat all persons as they should be treated – with dignity and respect. Personnel are expected to treat everyone with respect in all aspects of life and in all forms of communication. Furthermore, organizational leaders will lead by example and do what is right to prevent abusive treatment of others. Hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct undermine trust, violate our standards of conduct, and will negatively impact the command climate and overall unit readiness. This type of conduct is punitive under AR 600-20, Paragraphs 4–16a (1) through (5) and violators may be punished under the Uniformed Code of Military Justice or subject to administrative or disciplinary action up to and including removal.

5. Any personnel experiencing or witnessing misconduct, whether in-person or online, or any form of harassment not covered in the Military Equal Opportunity (MEO) complaint processing system, will report the matter through their chain of command or supervisor. Alternative avenues for reporting and assistance include Family Support

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Services, MEO/EEO Professionals, Sexual Harassment/Assault Response and Prevention (SHARP), and Military Law Enforcement.

6. A training and awareness program coupled with appropriate disciplinary measures is key to the elimination of hazing and bullying. Commanders at all levels are responsible for ensuring all supervisors, Service Members, Civilians, and Family Members are aware of what constitutes hazing and bullying and the available options to resolve issues.

7. Personnel who report incidents are protected from acts or threats of reprisal and retaliation. Allegations of reprisal and retaliation must be reported to supporting IG office. Commanders will report allegations of criminal behavior to law enforcement.

8. All personnel have the shared responsibility of ensuring everyone is treated with dignity and respect, both on and off post. We must work together to eliminate actions and behaviors that undermine trust, erode cohesion, and negatively impact the command climate and unit readiness. I expect Service Members and Civilians to continue to foster an organizational climate that is consistent with the Army Values, wherein behaviors against this policy are prevented, reported, and addressed at the lowest possible level when necessary.

9. The LRMC MEO Office is the lead agency for assistance with the Army Harassment Prevention and Response Program. The point of contact for this memorandum is the LRMC EOA, MSG Charles Cannon-Cherry at [Charles.a.cannon-cherry.mil@health.mil](mailto:Charles.a.cannon-cherry.mil@health.mil) or DSN 314-590-4495.



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