



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

MCEU-LCO

20 May 2021

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

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. 4-19, Army Command Policy, 24 July 2020.

b. Regional Health Command Europe Command Policy Memo 20-017, The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment), 07 December 2020.

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 Soldiers, DA Civilians, assigned or attached to Landstuhl Regional Medical Center (LRMC) and their family members. However, it does not apply to DA 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 all people with respect in all aspects of life and all forms of communication. Furthermore, Army Leaders (Military and DA Civilians) 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 will undermine trust, violate our ethic, and will negatively impact the command climate and readiness. Paragraphs 4–19a (1) through (5) are punitive, and violators may be punished under the Uniformed Code of Military Justice or subject to administrative action.

*This memorandum supersedes LRMC Command Policy Letter 23, dtd 29 May 19.

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5. All personnel experiencing or witnessing online misconduct will report the matter through their Chain of Command or Supervisor. Alternative avenues for reporting and information include: Family Support Services, Military Equal Opportunity, Equal Employment Opportunity Office, Sexual Harassment/Assault Response and Prevention, and Army Law Enforcement.
6. A training and awareness program coupled with appropriate disciplinary measures is key to the elimination of hazing and bullying. Commander(s) at all levels are responsible for ensuring all supervisors, Soldiers, DA Civilians, and Family members are aware of what constitutes hazing and bullying and the available avenues of redress.
7. Personnel who report incidents are protected from acts of threats, reprisal, and retaliation. Commanders will report allegations of criminal behavior of The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment) to law enforcement.
8. Every member of this command must make it his or her priority to ensure everyone is treated with dignity and respect both on and off post. We must work together to eliminate actions and behaviors that undermine trust, violate our ethic, and negatively impact command climate and readiness. I expect Leaders, Soldiers, and DA Civilians to continue to reinforce a climate that is consistent with the Army Values and where behaviors against this policy are prevented, reported, and where necessary addressed at the lowest possible level.
9. The LRMC EO Office is the lead agency for assistance with The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment). Point of contact for this memorandum is SFC Sheldon D. Holliday at DSN 314-590-4495 or sheldon.d.holliday.mil@mail.mil



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Commanding

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