



DEPARTMENT OF THE ARMY
HEADQUARTERS, JOINT READINESS TRAINING CENTER AND FORT POLK
6661 WARRIOR TRAIL, BUILDING 350
FORT POLK, LOUISIANA 71459-5339

MAY 04 2016

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum CG-04 - Dignity and Respect

1. Reference. Army Regulation 600-20 (Army Command Policy), 6 November 2014.
2. The intent of this policy is to present my expectation that every Soldier and Civilian assigned or attached to the Joint Readiness Training Center (JRTC) and Fort Polk treat everyone with dignity and respect. This policy applies to all those who serve, both on and off duty.
3. This installation is one of the Army's premier training centers, a power projection platform, and home to units who answer our Nation's call by deploying forces anywhere in the world. These aspects of the JRTC and Fort Polk make our installation one of the most unique posts in our Army. These important missions come with basic responsibilities of everyone involved. It is imperative that every member of the team is able to contribute to mission accomplishment by serving in an environment that is free from discrimination, sexist behaviors, maltreatment, hazing, bullying, and any other form of abusive behavior. The key to fostering this environment is simple – engaged leaders who treat everyone with dignity and respect.
4. Commanders, leaders, and supervisors are charged with knowing, implementing, and enforcing Army Regulation (AR) 600-20, its policies, and the procedures therein. All commanders will publish and post a written command policy on the treatment of persons. The respective command policies will be consistent with the Army policy and this command policy memorandum. Commanders will also conduct annual training on hazing and bullying as part of their Equal Opportunity training requirements, training focused on promoting a healthy command climate. Civilian employees will continue to complete annual EEO/Anti-Harassment and No Fear training.
5. Service in our Army is hinged on a disciplined, well-led force. Leaders who foster an environment where every member lives by the values forged by those before us is the standard. To that end, I expect leaders at all levels to prevent acts of prejudice, discrimination, and unfair treatment. Further, there are no "initiations" for new Soldiers. We will train hard, long, and in some cases, in austere conditions – that is initiation enough. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited.

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6. In order to remain the Army's premier training center and critical power projection platform, JRTC and Fort Polk Soldiers must have confidence in their leaders, to include absolute confidence that all reported allegations of mistreatment, to include hazing and bullying, will be thoroughly investigated. Furthermore, Soldiers must have confidence in their ability to make reports without fear of retribution or reprisal. Soldiers may report allegations of hazing or bullying to their commander, law enforcement, or the installation Inspector General's office. Complainants will be protected from acts or threats of reprisal.

7. Consistent with AR 600-20, this policy memorandum, and the requirements noted above, commanders, leaders, and supervisors will immediately report allegations of criminal behavior to law enforcement. Those allegations, to include hazing and bullying, reported to a commander and not investigated by law enforcement will be investigated in a timely manner by the command, either through an informal AR 15-6 investigation or as a Rule for Courts-Martial 303 commander's inquiry as appropriate. Commanders will coordinate with their servicing Judge Advocate for guidance and advice upon receipt of any suspected allegation of misconduct. Commanders and supervisors are also responsible for coordinating with their unit Equal Opportunity Advisor to ensure that all hazing or bullying allegations are recorded and tracked in the Equal Opportunity Reporting System.

8. When anyone is witness to behavior inconsistent with this policy they will quickly intervene to correct the situation and report it up the chain of command, as appropriate. In some cases it may be appropriate to report to one of the many agencies trained to handle these situations. When one of these agencies is used, leaders will assist complainants. Commanders, leaders, and supervisors will foster a safe environment built on trust and respect. As previously noted, commanders, leaders, and agencies will investigate thoroughly, take action swiftly and fairly, and safeguard complainants from acts or threatened acts of retribution or reprisal. Dignity and respect will be accorded all members of the JRTC and Fort Polk community; that is my expectation and it directly impacts unit readiness. Our leaders will ensure a climate that meets this standard – always and at all levels.

*This is priority
Leader business!*



GARY M. BRITO
Brigadier General, USA
Commanding

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