



DEPARTMENTS OF THE ARMY AND AIR FORCE

JOINT FORCE HEADQUARTERS - MONTANA

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Fort Harrison, Montana 59636-4789

NGMT- JFQ-AG

25 August 2014

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2014-16-A – Command Policy Concerning Hazing in the Montana National Guard

1. References.

a. Army Regulation 600-20, Army Command Policy, 18 March 2008, Rapid Action Revision Issue Date 20 September 2012.

b. Air Force Instruction 1-1, Air Force Standards, 7 August 2012.

c. Open Letter on Hazing in the National Guard from General Frank J. Grass, Chief, National Guard Bureau, 22 May 2013.

2. Purpose. To ensure that all Montana National Guard (MTNG) Soldiers, Airmen, employees and members work in an environment free from hazing.

3. Policy. The Montana National Guard is based upon values where everyone is encouraged to do what is right by treating others with dignity and respect. Hazing is unproductive and hazardous activity which is fundamentally against our values and is prohibited in the Montana National Guard.

a. Definition:

(1) Hazing is any action or conduct whereby military members or employees, regardless of Service or rank, directly or indirectly inflict humiliation, demean, degrade, disgrace, harass, risk imposition of physical or mental harm, and/or force another military member or employee, regardless of service or rank, to perform one or more tasks that are unnecessarily strenuous, humiliating, cruel, abusive, oppressive, harmful or dangerous.

(2) Hazing includes, but is not limited to, any form of initiation, "rite of passage," or congratulatory act that involves physically striking another, piercing the skin of another, forcing or requiring the consumption of food, alcohol, drugs, or other substances, or encouraging any military member or employee to engage in illegal, harmful, demeaning or dangerous acts.

(3) Hazing is not limited to and does not always involve physical contact.

(4) The traditions of the organization, intent of the offending party and/or consent of the victim are not relevant factors in determining whether actions constitute hazing.

(5) Hazing is possible among all ranks and relationships, including superior-subordinate, peer relationships, and junior-to-senior ranks.

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(6) Hazing can occur at any time within the workplace, including but not limited to initiations, graduation ceremonies, “rites of passage,” advancement ceremonies, training exercises, celebrations and unit functions.

b. Commanders, managers, and supervisors are directed to protect all employees, Soldiers, and Airmen:

(1) From acts of hazing. If such acts occur, commanders, managers, and supervisors must take immediate and appropriate corrective action;

(2) By taking all necessary steps to prevent hazing from ever occurring including:

- (a) Proactively expressing strong disapproval of such behavior;
- (b) Providing necessary protections;
- (c) Informing employees and members of how to raise the issue of hazing;
- (d) Devoting particular attention to graduation or advancement ceremonies as well as other occasions or settings that might put Soldiers, Airmen, or civilians at risk for hazing; and
- (e) Sensitizing through education all employees and members on what to look for to alleviate such behavior.

c. Any employee, Soldier, or Airman found in noncompliance with this policy shall be subject to appropriate disciplinary action in accordance with applicable military, state, and federal regulations.

4. Prevention of hazing is critically important throughout the Montana National Guard. The responsibility to assure that our work environment is free from hazing rests squarely on the shoulders of all National Guard members and employees. Everyone in the Montana National Guard must fully understand that hazing will never be tolerated.

5. POC is the State Equal Employment Manager, Will Bryson, (406) 324-3117 or DSN 324-3117, william.l.bryson4.civ@mail.mil

6. This policy statement is to be posted to all official bulletin boards and filed in accordance with 2014-01A command policy memo.



MATTHEW T. QUINN
MG, Montana National Guard
The Adjutant General

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