

IRONHORSE UNLAWFUL DISCRIMINATION AND ABUSE POLICY

Abuse in the form of hazing, bullying, ostracism, and retaliation, erode the trust we have in each other and will not be tolerated. We will live by high standards and foster a positive command climate; one built upon respect for each other and personal dignity.

Hazing is defined as any conduct whereby a Service member, regardless of Service or rank, causes another military member, regardless of Service or rank, to suffer physically or psychologically or be exposed to an activity which is cruel, abusive, humiliating, oppressive, demeaning, harmful, or creates a risk of physical or psychological injury. Examples include, but are not limited to, physically striking another to inflict pain, piercing another's skin in any manner, encouraging another to engage in illegal, harmful, demeaning or dangerous acts, playing abusive or ridiculous tricks, branding, taping, shaving, etc.

Bullying is defined as any conduct whereby a Service member intentionally excludes or rejects a Service member, regardless of Service or rank, through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the member's dignity, position, or status. Examples include, but are not limited to, teasing, taunting, and berating of another for the purpose of belittling or humiliating, and degrading or damaging a person or his or her property or reputation.

Ostracism is defined as any conduct whereby a Service member intentionally and without proper authority excludes a Service member or members, regardless of Service or rank, from social acceptance, privilege, or friendship with the intent to inflict emotional distress, discourage the reporting of a criminal offense, or otherwise discourage the due administration of justice.

Retaliation is defined as any conduct whereby a Service member intentionally and without proper authority takes or threatens to take any unfavorable action or withholds or threatens to withhold a favorable action against an individual because that individual: made or was preparing to make a protected communication; reported or was planning to report a criminal offense; engaged or was preparing to engage in activity in furtherance of EEO or MEO laws and regulations; or, opposed direction to engage in an action that violates law, rule, or regulation of MCO 5354.1F.

If any member of our squadron is exposed to, witnesses, or becomes aware of a potential abuse incident, then I expect you to intervene and immediately report the incident to the chain of command.

Semper Fidelis,



A. A. Horne