



PETE RICKETTS, GOVERNOR

NGNE-TAG

SEP 20 2018

MEMORANDUM FOR All Employees of the Nebraska Military Department and the Nebraska National Guard.

SUBJECT: Military Department Policy Memorandum (SEEM-18-11) Hazing Prevention

1. I am firmly committed to creating a workplace environment free from hazing. Leaders at all levels have the responsibility to maintain the highest standards of conduct and professionalism to ensure the dignity of our employees and military members. Hazing is unacceptable behavior that violates the law, military regulations, and the high standards of conduct I expect from all personnel in the Nebraska Military Department and the Nebraska National Guard. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Expressed or implied consent to hazing is not a defense for violation of this regulation.
2. Hazing is defined as – "Any conduct whereby one military member or employee, without command authorization, causes another military member or employee to suffer or be exposed to an unnecessary activity that is cruel, abusive, oppressive, or harmful."
3. According to DOD Instruction 1020.03 hazing includes, but is not limited to, any form of initiation, 'rite of passage', or congratulatory act that involves: (1) physically striking another in order to inflict pain; (2) piercing of another's skin in any manner; (3) forcing or requiring the consumption of excessive amounts of food, alcohol, drugs, or other substances; (4) encouraging another to engage in illegal, harmful, demeaning or dangerous acts; (5) soliciting or coercing another to participate in any such activity. Incidents can be verbal or psychological in nature. Incidents are not limited to superior-subordinate relationships.
4. Leaders must pay close attention to graduations, promotions, or other ceremonies as these activities put our military members and employees at risk for hazing. Leaders must give effective guidance for such ceremonies in order to prevent hazing. They must properly supervise these ceremonies to perpetuate the best of the traditions in our military but also leave all participants and spectators feeling proud to be a member of our association. Supervisors,

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managers and commanders shall take prompt and positive action in responding to complaints of hazing or when they observe such acts. Violators who are shown to be guilty of hazing will be subject to immediate disciplinary action which may range from reprimand to termination or discharge.

5. Employees who are aware of or subject to hazing rituals must report them to his or her supervisor/commander immediately. If this cannot be done, then report it to anyone in authority such as the next level of command, supervision, or Human Resource Officer, Equal Employment Representative, JAG, IG, or Chaplain.
6. This policy is approved for distribution to all employees of Nebraska Military Department and members of the Nebraska National Guard.
7. The points of contact for this policy are the State Equal Employment Manager at 402-309-8111.
8. This policy will be reviewed NLT 1 January 2021 for verification or proposed changes by the policy proponent. This policy will stay in effect unless superseded or rescinded. Interim changes to this policy will not become official until they are reviewed and authorized through the appropriate authority.



DARYL L. BOHAC
Major General
The Adjutant General