



SECRETARY OF WAR
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WASHINGTON, DC 20301-1000

SEP 30 2025

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEPARTMENT OF WAR AGENCY AND DOW FIELD ACTIVITY
DIRECTORS

SUBJECT: Review of Hazing, Bullying, and Harassment Definitions

Department policy defining conduct by Service members that constitutes hazing, bullying, and harassment is overly broad, jeopardizing combat readiness, mission accomplishment, and trust in the organization. To maintain a lethal and ready Force, leaders must be empowered to make the right decisions, enforce standards, and restore good order and discipline. However, definitions that are overly broad hinder leaders' ability to effectively execute the mission.

I am directing the Under Secretary of War for Personnel and Readiness to conduct a 30-day review of the Department's definitions of these behaviors. When commanders face undue administrative burdens, it distracts from their core mission. This review aims to strike a balance, ensuring leaders have the tools necessary to foster a warrior ethos rooted in mutual respect and accountability, while also maintaining a lethal and ready Force.

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