



DEPARTMENT OF THE ARMY
THE NONCOMMISSIONED OFFICER LEADERSHIP CENTER OF EXCELLENCE
11291 SGT E. CHURCHILL STREET
FORT BLISS, TEXAS 79918-8001

ATSS-CD

JUN 22 2020

MEMORANDUM FOR All Assigned/Attached Personnel, The NCO Leadership Center of Excellence, Fort Bliss, Texas 79918-8002

SUBJECT: Policy Memorandum # 13, **Online Conduct**

1. Reference:

- a. Army Regulation 600-20, Army Command Policy.
- b. Army Regulation 600-100, Army Leadership.
- c. Army Regulation 350-1, Army Training and Leader development.
- d. U.S. Army Social Media Handbook.
- e. ALARACT 122/2015.
- f. Army Regulation 600-8-10, Leaves and Passes.

2. Purpose: To outline the Commandant's policy on online conduct for those personnel assigned to the NCOLCoE.

3. Army Values require that everyone be treated with dignity and respect. I expect all assigned/attached personnel to comply with the Army Values in every aspect of our lives, including online conduct. Harassment, bullying, hazing, stalking, discrimination, retaliation, and any other type of misconduct that undermines the dignity and respect of another person, is not consistent with Army Values and negatively impact command climate and readiness. Soldiers or civilian employees who participate in or condone misconduct, whether offline or online may be subject to criminal, disciplinary and/or administrative actions. Contract employee misconduct will be referred to the employing contractor through applicable contracting channels for appropriate action.

4. When using electronic communications devices, everyone should apply "Think, type, post": "think" about the message being communicated and who could potentially view it. ; "type" a communication that is consistent with Army Values and; and "post" only those messages that demonstrate dignity and respect for self and other.

5. The NCOLCoE personnel who experience or witness online misconduct should report matter to the chain of command, equal opportunity, equal employment opportunity, sexual

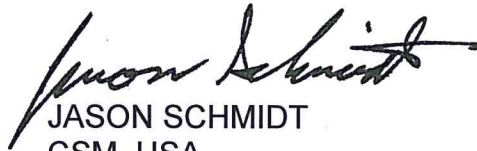
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harassment/assault response and prevention, the inspector general, or Army law enforcement officials as appropriate.

6. Failure to obey this policy may subject service members to discipline under the Uniform Code of Military Justice and/or adverse administrative action. Civilian employees may be subject to appropriate civilian charges under the OPM Table of Penalties, and/or adverse administrative action.

“Leaders Build Lethality, We Develop Leaders!”

A handwritten signature in black ink, appearing to read "Jason Schmidt", with a long horizontal flourish extending to the right.

JASON SCHMIDT
CSM, USA
Commandant