



DEPARTMENT OF THE ARMY  
FORT BLISS NONCOMMISSIONED OFFICER ACADEMY  
BUILDING 2E SHERIDAN ROAD  
FORT BLISS, TEXAS 79916

ATSS-CDA

30 May 2023

MEMORANDUM FOR ALL Assigned/Attached Personnel, NCO Academy, Fort Bliss, Texas 79916-6501

SUBJECT: Policy Letter #14, **Online Conduct**

1. References:

- a. AR 600-20, Army Command Policy, dated 24 July 2020.
- b. AR 600-100, Army Profession and Leadership Policy, dated 5 April 2017.
- c. AR 350-1, Army Training and Leader Development, dated 10 December 2017.
- d. U.S. Army Social Media Handbook

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

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 the Army Values and negatively impacts command climate and readiness. Soldiers and/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 communication 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 the Army Values and "Post" only those messages that demonstrate dignity and respect for self and others.

5. NCOA personnel who experience or witness online misconduct should report matters to the Chain of Command, Equal Opportunity, Equal Employment Opportunity, Sexual Harassment/Assault Response and Prevention, the Inspector General, or Army Law Enforcement as appropriate.

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6. Failure to obey this policy may be subject service members to discipline under the Uniformed 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.

7. The point of contact for this memorandum is the undersigned at (915) 568-2440.

A handwritten signature in black ink, appearing to read 'S. Gibbs', with a long horizontal flourish extending to the right.

S. STEVE GIBBS  
CSM, USA  
Commandant