



DEPARTMENT OF THE ARMY
UNITED STATES ARMY NONCOMMISSIONED OFFICER ACADEMY 2E
SHERIDAN ROAD
FORT BLISS, TX 79916

ATSS-CDA

1 July 2020

MEMORANDUM FOR ALL ASSIGNED/ ATTACHED PERSONNEL,
NONCOMMISSIONED OFFICER ACADEMY

SUBJECT: **Online Conduct (Policy Letter #14)**

1. References:

- a. AR 600-20 (Army Command Policy)
- b. AR 600-100 (Army Leadership)
- c. AR 350-1(Army Training and Leader development)
- d. U.S. Army Social Media Handbook
- e. ALARACT 122/2015

2. Purpose: To outline the Commandant's policy on online conduct for those personnel assigned to 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 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, and Post". "Think" about the message being communicated and who could potentially view it. "Type" a communication that is consistent with 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 matter to the chain of command, equal opportunity, equal employment opportunity, sexual harassment/assault response and prevention, the inspector general, or Army law enforcement officials as appropriate.

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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.

7. POC for this memorandum is the undersigned at 568-2440.

MONTAE M. CLARKE
CSM, USA
Commandant