



2ID

INSPECTOR GENERAL NEWSLETTER



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OFFICE OF THE INSPECTOR GENERAL

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Warrior Inspector General Message

HOT TOPIC: DIGNITY AND RESPECT

SECOND TO NONE!

"The Army is a values-based organization where everyone is expected to do what is right by treating all persons as they should be treated – with dignity and respect. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited" – excerpt from *Army Regulation 600-20*.

Members of the Army are required to treat each other with dignity and respect, not only between leaders and subordinates, but through peer to peer interaction as well. Service members are supposed to be able to perform duties and accomplish their missions without enduring cruel, abusive, humiliating, oppressive, demeaning, or physically harmful behaviors from fellow Service members; senior, peer and subordinates alike.

The distinction between appropriate behavior and a violation of policy is often unclear. *AR 600-20* states:

The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both. When authorized by the chain of command and/or operationally required, the following activities do not constitute hazing or bullying: (1) the physical and mental hardships associated with operations or operational training; (2) lawful punishment imposed pursuant to the UCMJ; (3) administrative corrective measures, including verbal reprimands and command-authorized physical exercises; (4) extra military instruction or corrective training that is a valid exercise of military authority needed to correct a Soldier's deficient performance in accordance with *paragraph 4-6*; (5) physical training and remedial physical training; and (6) other similar activities that are authorized by the chain of command and conducted in accordance with this or another applicable regulation.

Leaders at all levels must be aware and enforce the requirements of *AR 600-20* regarding treatment of Soldiers. Additionally, *AR 600-100* requires all leaders to treat subordinates with dignity, respect, fairness, and consistency. Respect does not imply that leaders must be friends or coddle Soldiers. Respect is gained through hard, realistic training and by caring for Soldiers and Families, and treating them with consideration and honor. As a leader, it is possible to be demanding without being demeaning. The mission and training, if conducted realistically, will inherently provide stress.

Soldiers must realize that the commanders and leaders appointed over them are required to maintain the discipline of the force and to prepare them to defeat our enemies in combat. Lapses in judgment resulting in disciplinary issues, lack of military bearing, or any other conduct prejudicial to good order is required to be addressed by those in leadership positions. Additionally, the nature of the mission requires tough realistic training and the respect and confidence in the leaders appointed over us.

For more guidance on hazing, bullying, or treatment of persons refer to *AR 600-100, Chapter 2-1* and *AR 600-20, Chapter 4-19*. The 2d Infantry Division Inspector General Office is available to provide training to Soldiers and Leaders at your location. You can contact us at DSN 732-8774/8767.

SECOND TO NONE!



Inspector General Mission

Serves as the confidential advisor and fact finder to the Commanding General, 2d Infantry Division and advises the commander on the state of the economy, efficiency, discipline, morale, and readiness of assigned and attached units and activities.

