



Vignette One

FACTS:

A 1SG and a SGT in the 1SG's company were spending an unusual amount of time together. The two would go on leave at the same time, to the same place, and pictures of the two vacationing together circulated throughout the unit. Soldiers in the unit observed the SGT receiving more favorable treatment than other Soldiers, to include protection from UCMJ action, favorable details, and excusals from formation. The morale of the Soldiers in the unit suffered greatly as a result. Eventually, a Soldier in the unit filed a complaint with the Equal Opportunity office. As a result of the EO investigation, the 1SG was determined to have engaged in a prohibited relationship with the SGT.

RECOMMENDED DISCUSSION QUESTIONS:

- What are your thoughts on this particular situation?
- How could this incident affect the unit's morale and/or readiness?
- Have you ever seen or experienced similar instances of favoritism in a unit you've been in? What was the end result?
- What would you do if this was happening in your unit or section?
- What are your thoughts on the 1SG's punishment?

WARRIOR JUSTICE:

The 1SG was suspended from his duties as 1SG and issued a relief for cause NCOER. Additionally, the Commanding General issued the 1SG a General Officer Memorandum of Reprimand, which was filed in his permanent Army Military Human Resource Record.



Vignette Two



FACTS:

A male SGT was drinking heavily at a unit function. A few hours after the function began, the SGT became drunk and increasingly attentive to a married female SPC. He began by blowing kisses to her. Later in the day, and after consuming more alcohol, the SGT approached the SPC, placed his hands on her buttocks, and made sexually suggestive comments towards her. Fortunately, several Soldiers observed the SGT's actions and intervened.

RECOMMENDED DISCUSSION QUESTIONS:

- How do the circumstances in this situation affect the bond of trust in a unit?
- Have you observed similar behavior at an official or unofficial “unit function?”
- How could this incident affect the unit’s morale and/or readiness?
- If a Battle Buddy of yours was behaving like the SGT in this situation, what would you do?
- What are your thoughts on the SGT’s punishment?

WARRIOR JUSTICE:

The SGT was found guilty of Abusive Sexual Contact at a Summary Court Martial and was sentenced to forfeit \$300 and 60 days of restriction.



Vignette Three



FACTS:

A male CPT and a male 1LT were in the same Battalion. Both officers were married, and brought their spouses to a unit Dining Out. Towards the end of the evening, after he had consumed a few drinks, the CPT sent a text message to the 1LT's wife that said "hey there, this is CPT John Smith... we need to get together for coffee and drinks, just you and me – no spouses. U looked pretty good tonight." The next day, the CPT sent the 1LT a text message that said the message to the 1LT's wife was meant for the 1LT as a joke, and that they should all go out on a double date. The 1LT did not think it was a joke, and reported it to his Company Commander.

RECOMMENDED DISCUSSION QUESTIONS:

- What are your thoughts on this situation?
- How have advancements in communication technology (smart phones, texting, etc) and social media (Facebook, Tumblr, etc) changed sexual harassment?
- Have you or someone you know ever received inappropriate text messages from someone who outranks you? How about someone that you work with? How did it make you feel?
- How can this sort of inappropriate behavior impact the unit and work environment? How about the unit and the families that make up the unit?
- What do you think of how the CPT's behavior was addressed?

WARRIOR JUSTICE:

The CG issued the CPT a General Officer Memorandum of Reprimand and filed it in the CPT's permanent Army Military Human Resources Record (AMHRR).