



DEPARTMENT OF THE ARMY
IDAHO ARMY NATIONAL GUARD
JOINT FORCE HEADQUARTERS
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Boise, Idaho 83705-5004

NGID-AAG-AR

04 August 2020

MEMORANDUM FOR ALL IDAHO ARMY NATIONAL GUARD PERSONNEL

SUBJECT: Idaho Army National Guard Full-Time National Guard Duty Code of Conduct (PM-66)

1. References.

a. National Guard Regulation (NGR) 600-5 (The Active Guard Reserve (AGR) Program, Title 32, Full Time National Guard Duty (FTNGD) Management), 21 September 2015.

b. Army Regulation 135-18 (The Active Guard Reserve Program), 11 October 2019.

2. Applicability. This Policy Memorandum (PM) applies to IDARNG Soldiers serving on FTNGD. FTNGD means Soldiers ordered to full-time service for training or other duty in addition to regularly required drills and field exercises. This includes Soldiers in an Active Guard Reserve (AGR) status under the provisions of AR 135-18 and NGR 600-5 as well as Soldiers on OTOT, ADOS, ADSW, and any other form of FTNGD orders under 32 U.S.C. §§ 316, 502, 503, 504, or 505. This PM does *not apply* to traditional M-Day Soldiers (32 U.S.C. § 502(a)), federal technicians (32 U.S.C. § 709), DoD civilian employees (Title 5 U.S.C.) nor IMD state employees.

3. Background. The Idaho Army National Guard holds all of its service members equally accountable for their actions, whether they are full-time or traditional drilling Soldiers. It maintains a proud tradition of selecting competent and professional leaders from those ranks to assign to our FTNGD force as stewards and examples to our excellent Guard force. Leaders at all levels consistently place the mission and the needs of the organization above their own and deliver outstanding and committed service to all members of the Guard. As the leader of the IDARNG, it is my responsibility to encourage and sustain this tradition of excellence. Unfortunately, I have recently been forced to discipline Soldiers on FTNGD who violated the trust and expectations implicit in Active Duty service within the IDARNG. Some cases indicated a personal failing on the part of the Soldier, and some indicated a lack of awareness of my expectations of the FTNGD force.

4. Purpose. This PM is to focus our team's awareness through publishing an IDARNG Full-Time National Guard Duty Code of Conduct which conveys in certain terms acceptable standards of service and expectation of our active force and the privileged

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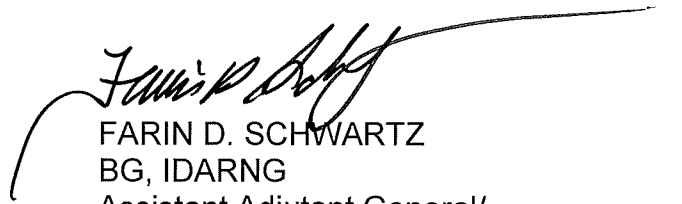
nature of serving in this highly regarded duty. I ask that all Soldiers serving in a FTNGD status acknowledge the Code of Conduct (Enclosure), reflect on its meaning, and return the acknowledgement to my point of contact below for filing in their official record.

5. Commanders are directed to initiate involuntary release from the FTNGD program if it is determined through investigation or inquiry that an Active Duty Soldier violated this Code of Conduct and the terms of NGR 600-5. Commanders retain the discretion to recommend retention or separation and will include a memorandum with their recommendations as part of the involuntary release packet that accounts for all relevant and regulatory considerations for involuntary release from FTNGD.

6. If our team remains focused on fulfilling the highest standards entrusted to us, I am confident that we will persevere in providing outstanding leadership to the great men and women serving in the IDARNG through our personal example.

7. My point of contact for receipt of acknowledgements and implementation of this policy is MSG Don Giesbrecht at (208) 272-4215 or donald.a.giesbrecht.mil@mail.mil.

Encl



FARIN D. SCHWARTZ
BG, IDARNG
Assistant Adjutant General/
Commander, Idaho Army National Guard

IDAHO ARMY NATIONAL GUARD
FULL-TIME NATIONAL GUARD DUTY CODE OF CONDUCT

I, _____, acknowledge that I am a highly respected member of the Idaho Army National Guard (IDARNG) serving in a Full-Time National Guard Duty (FTNGD) capacity and affirm my commitment to adhere to the highest professional standards and expectations of the FTNGD force.

_____(Initial) As a highly esteemed active duty member of the Idaho Army National Guard, I understand that I represent the organization to my community and have an obligation to conduct myself in a manner that brings honor and respect to the service and to set a professional example for my superiors, peers, and subordinates.

_____(Initial) I acknowledge that reported instances of misconduct of a serious nature against any member of the FTNGD force will be thoroughly investigated to determine the facts. If the facts support that misconduct meeting separation criteria did occur, mandatory initiation of involuntary release from the FTNGD program will follow IAW NGR 600-5.

_____(Initial) Senior Non-Commissioned Officers, Warrant Officers, and Commissioned Officers are assumed to have the experience, judgement, and personal discipline to conduct themselves appropriately. Although the ultimate outcome will depend on the facts and circumstances in each case and the personal circumstances of each Soldier, these senior leaders should expect to be held fully accountable to our highest standards should they commit misconduct as described in this Code of Conduct or in NGR 600-5.

_____(Initial) I acknowledge that, in addition to mandatory initiation of involuntary release from the FTNGD program, if a member of the FTNGD force does commit misconduct as described below it may also result in punitive action under the Idaho Code of Military Justice (ICMJ) or the Uniform Code of Military Justice (UCMJ) as the case may be.

_____(Initial) Members of the FTNGD can potentially be separated from the program due to civilian criminal misconduct, including, but not limited to, Driving Under the Influence, crimes involving alcohol, drugs, assault and/or battery (all forms), sex crimes (all categories), hate/racially motivated crimes, and theft. Final civil determination, while a factor of consideration, will not necessarily determine final military action.

_____(Initial) Leadership will review all reports of egregious instances demonstrating a lack of integrity (including, but not limited to, making false claims on official documents, perjury, lying to superiors, intentional cover-up or failure to report instances of gross dishonesty or negligence in the performance of duty), illicit/illegal drug abuse, and inappropriate relationships as defined by AR 600-20 to determine if the violations meet separation criteria. Proven instances, determined through inquiry or investigation, subject the Soldier to release from FTNGD.

_____ (Initial) An FTNGD Soldier may be separated from the program for any other single act of misconduct, including, but not limited to, those involving violence in the workplace, hostile work environment, or moral turpitude.

The IDARNG leadership acknowledges that mistakes, errors in judgement, and accidents do occur and will take into account the severity of the violation and any remedial action taken voluntarily by the Soldier in violation of this code when making final determination. Final action will not be taken in each case until there is a thorough investigation, review, and consideration of the facts and circumstances of each case.

All Soldiers will receive the due process provided by regulation and policy when considered for removal from the FTNGD program.

Thank you for your pledge! With our commitment to the utmost in personal and professional conduct our team can demonstrate why the IDARNG is the **FIRST CHOICE!**

(Signature)

(Date)