OUTLINE

• MISSION
• OFFICE ORGANIZATION
• FUNCTIONS OF THE IG OFFICE
• MENTAL HEALTH REFERRALS
• ARMY COMMAND POLICY
• REPRISAL
• HOW TO KEEP THE IG AWAY
• QUESTIONS
MISSION

• FAIR AND IMPARTIAL FACT FINDER
• EYES AND EARS OF THE COMMANDER/TAG
• SUPPORTS ARMY AND AIR N.G.
• COMMAND’S INSPECTION EXPERT.
Office Organization

* Regular Army Colonel serving as a Special Staff Officer to the Adjutant General
FUNCTIONS OF THE IG OFFICE

• ASSISTANCE
• INSPECTIONS
• TEACHING AND TRAINING
• INVESTIGATIONS AND INQUIRIES
*Assistance

- OFFICE PHONE #: (###) 111-1234
- IG encourages soldiers to first discuss issues, allegations and complaints with their chain of command.
- IG limited to review if redress is available through other channels (UCMJ, Report of Survey, OER/NCOER, etc).
*Organizational Inspection Program

IG INSPECTIONS
(OH = ORA)

COMMAND INSPECTIONS
(Initial/Follow-
o)

STAFF INSPECTIONS
(As required)
*Teaching and Training

- SENIOR PERSONNEL
- THE BREADTH OF EXPERIENCE
- DIVERSITY
- EXPERTISE
- CROSS-FERTILIZATION
- MORE INFORMATION RESOURCES CAN BE FOUND AT https://XX-tagnet/IG/
Mental Health Referrals

• Read DoD Directive 6490.1

• Read DoD Instruction 6490.4

• Call the IG and SJA for Guidance
Mental Health Referrals

• In most instances, a *procedural error* occurred that falls into one of the following three categories:

• 1. The referral letter was not signed by *the commander* IAW DoD Directive 6490.1. In most NG cases, a full time administrative or operations officer (AO) actually signed the referral, which violates the DoD Directive. The commander is the only one authorized to sign the referral memorandum.

• 2. In some cases, the referring commander failed to consult with a *qualified mental health care provider*, as required by the Directive.

• 3. Finally, in some cases, the commander failed to provide *written notice to the soldier*, explaining the reasons for the non-emergency MHE referral and the soldier's rights under DoD Directive 6490.1.
Army Command Policy

AR 600-20:

• Do’s and Don'ts
• Open Door Policy
• Sexual Harassment and EEO Complaints
• Whistleblower Protection Act
REPRISAL

In the context of the Whistleblower Act:

• What is Reprisal?
• What is a Protected Communication?
• Avoiding Allegations of Reprisal
*What is Reprisal?

TAKING OR THREATENING TO TAKE AN UNFAVORABLE PERSONNEL ACTION OR WITHHOLDING OR THREATENING TO WITHHOLD A FAVORABLE PERSONNEL ACTION FOR MAKING OR PREPARING A PROTECTED COMMUNICATION
Protected Communication
First Category

*Any* lawful communication that a complainant believes to be true to:

- Members of Congress
- Inspectors General

*Regardless of subject*
Protected Communication
Second Category

Lawful communications made to:

• DoD audit, inspection, investigation, or law enforcement agencies.

• People or organizations designated under component regulations or established administrative procedures to receive such communications
Protected Communications
Second Category

Protected only if they concern:

• Violations of law or regulation (includes EO issues)
• Gross mismanagement
• Abuse of authority
• Gross waste of funds or resources
• Substantial danger to public health or safety
Protected Communications

Protected communications may be:
• Verbal, written, or electronic (Telephone, fax, E-mail)
• Made by third party

Chain of Command communications may include:
• Complaints made during commander’s office hours or during use of open door policy
• Complaints made in public forum (Commander’s Call)
*Avoiding Allegations of Reprisal

- **NEVER RESTRICT COMMUNICATION WITH A MC OR AN IG.**
- **ALWAYS ENSURE DUE PROCESS IS FOLLOWED WHEN IMPOSING DISCIPLINE (Punitive or Non-Punitive).**
- **ALWAYS ADMINISTER PERSONNEL ACTION IAW REGULATIONS.**
- **IF THERE ARE ANY DOUBTS - CONSULT A JUDGE ADVOCATE (CYA=Call Your Attorney).**
- **ALSO TRUE OUTSIDE THE STATUTE.**
HOW TO KEEP THE IG AWAY

• “THE CHAIN OF COMMAND WORKS, USE IT!”
• TIMELY PROCESSING OF ADMINISTRATIVE PAPERWORK
• WHEN IN DOUBT CONSULT THE REGULATIONS
• *BE SPECIFIC, FAIR, EQUITABLE, AND CONSISTANT*
• CYA=Call Your Attorney
QUESTIONS??