

ALARACT 058/2018

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SUBJ/ALARACT 058/2018 - PROFESSIONALIZATION OF ONLINE CONDUCT

THIS ALARACT MESSAGE HAS BEEN TRANSMITTED BY JSP ON BEHALF OF HQDA DCS G-1//DAPE//

NARRATIVE: THIS MESSAGE REPLACES ALARACT 075/2017, WHICH IS NOW INACTIVE

1. REFERENCES.

1.A. ARMY REGULATION (AR) 600-20 (ARMY COMMAND POLICY), 6 NOV 14.

1.B. AR 25-13 (ARMY TELECOMMUNICATIONS AND UNIFIED CAPABILITIES), 11 MAY 17.

1.C. AR 600-100 (ARMY PROFESSION AND LEADERSHIP POLICY), 5 APR 17.

1.D. AR 350-1 (ARMY TRAINING AND LEADER DEVELOPMENT), 10 DEC 17.

1.E. U.S. ARMY SOCIAL MEDIA WEBSITE, [HTTPS://WWW.ARMY.MIL/SOCIALMEDIA/](https://www.army.mil/socialmedia/).

2. THIS MESSAGE IS APPLICABLE TO ALL MEMBERS OF THE ARMY TEAM, INCLUDING MEMBERS OF THE REGULAR ARMY, THE ARMY NATIONAL GUARD/ARMY NATIONAL GUARD OF THE UNITED STATES, THE U.S. ARMY RESERVE, CADETS OF THE U.S. MILITARY ACADEMY AND CONTRACTED CADETS OF THE RESERVE OFFICER TRAINING CORPS, ARMY CIVILIAN EMPLOYEES, CERTAIN CONTRACTORS, AND CONTRACTED RECRUITS MANAGED BY U.S. ARMY RECRUITING COMMAND.

3. KEY TERMS.

3.A. ONLINE CONDUCT. THE USE OF ELECTRONIC COMMUNICATION.

3.B. ONLINE MISCONDUCT. THE USE OF ELECTRONIC COMMUNICATION TO INFLICT HARM. EXAMPLES INCLUDE, BUT ARE NOT LIMITED TO: HARASSMENT, BULLYING, HAZING, STALKING, DISCRIMINATION, RETALIATION, OR ANY OTHER TYPES OF MISCONDUCT THAT UNDERMINE DIGNITY AND RESPECT.

3.C. ELECTRONIC COMMUNICATION. THE TRANSFER OF INFORMATION (SIGNS, WRITING, IMAGES, SOUNDS, OR DATA) TRANSMITTED BY COMPUTER, PHONE, OR OTHER ELECTRONIC DEVICE. ELECTRONIC COMMUNICATIONS INCLUDE, BUT ARE NOT LIMITED TO: TEXT MESSAGES, EMAILS, CHATS, INSTANT MESSAGING, SCREENSAVERS, BLOGS, SOCIAL MEDIA SITES, ELECTRONIC DEVICE APPLICATIONS, AND WEB/VIDEO CONFERENCING.

3.D. ONLINE-RELATED INCIDENT. A CATEGORIZATION USED TO TRACK REPORTED CASES OF ONLINE MISCONDUCT. AN ONLINE-RELATED INCIDENT IS ONE WHERE AN ELECTRONIC COMMUNICATION IS USED AS THE PRIMARY MEANS FOR COMMITTING MISCONDUCT OR THE ELECTRONIC

COMMUNICATION, STANDING ALONE, CONSTITUTES THE MOST SERIOUS OFFENSE AMONG A NUMBER OF OFFENSES.

4. SITUATION. THE ARMY VALUES REQUIRE THAT EVERYONE BE TREATED WITH DIGNITY AND RESPECT. THIS IS A CRITICAL COMPONENT OF THE ARMY PROFESSION. AS MEMBERS OF THE ARMY TEAM, INDIVIDUALS' INTERACTIONS IN PERSON AND ONLINE REFLECT ON THE ARMY AND ITS VALUES. THE ARMY VALUES APPLY TO ALL ASPECTS OF OUR LIFE, INCLUDING ONLINE CONDUCT. HARASSMENT, BULLYING, HAZING, STALKING, DISCRIMINATION, RETALIATION, AND ANY OTHER TYPE OF MISCONDUCT THAT UNDERMINES DIGNITY AND RESPECT ARE NOT CONSISTENT WITH ARMY VALUES AND NEGATIVELY IMPACT COMMAND CLIMATE AND READINESS. SOLDIERS AND CIVILIAN EMPLOYEES WHO PARTICIPATE IN OR CONDONE MISCONDUCT, WHETHER IN PERSON OR ONLINE, MAY BE SUBJECT TO CRIMINAL, DISCIPLINARY, AND/OR OTHER CORRECTIVE ACTION. CONTRACTOR EMPLOYEE MISCONDUCT WILL BE REFERRED TO THE EMPLOYING CONTRACTOR THROUGH APPLICABLE CHANNELS FOR APPROPRIATE ACTION.

5. THE FOLLOWING GUIDANCE ON ONLINE CONDUCT IS PROVIDED.

5.A. COMMANDERS AND LEADERS ARE TO REINFORCE A CLIMATE WHERE CURRENT AND FUTURE MEMBERS OF THE ARMY TEAM, INCLUDING SOLDIERS AND ARMY CIVILIANS, UNDERSTAND THAT ONLINE MISCONDUCT IS INCONSISTENT WITH ARMY VALUES AND WHERE ONLINE-RELATED INCIDENTS ARE PREVENTED, REPORTED, AND WHERE NECESSARY ADDRESSED AT THE LOWEST POSSIBLE LEVEL.

5.B. WHEN ENGAGING IN ELECTRONIC COMMUNICATION, MEMBERS OF THE ARMY TEAM SHOULD APPLY "THINK, TYPE, 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.C. PERSONNEL EXPERIENCING OR WITNESSING ONLINE MISCONDUCT SHOULD PROMPTLY REPORT MATTERS TO THE CHAIN OF COMMAND/SUPERVISION. ALTERNATIVE AVENUES FOR REPORTING AND INFORMATION INCLUDE: FAMILY SUPPORT SERVICES, EQUAL OPPORTUNITY, EQUAL EMPLOYMENT OPPORTUNITY, SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION, THE INSPECTOR GENERAL, AND ARMY LAW ENFORCEMENT.

6. THE FOLLOWING HQDA ACTIONS WILL REINFORCE PROFESSIONAL ONLINE CONDUCT.

6.A. AR 600-20 AND AR 25-13 CURRENTLY CONTAIN PUNITIVE LANGUAGE REGARDING HARMFUL USE OF ELECTRONIC MEDIA. THE PROPONENTS OF THESE REGULATIONS, IN COORDINATION WITH THE DEPUTY CHIEF OF STAFF (DCS), G-1, WILL ENSURE THAT FUTURE UPDATES FURTHER CLARIFY ARMY POLICY REGARDING ELECTRONIC COMMUNICATIONS AND ONLINE CONDUCT.

6.B. ARMY CONTRACTS AND AGREEMENTS CURRENTLY CONTAIN LANGUAGE THAT COVERS MISCONDUCT. THE DEPUTY ASSISTANT SECRETARY OF THE ARMY-PROCUREMENT WILL INITIATE UPDATES TO FURTHER CLARIFY CONTRACTUAL RESPONSIBILITIES REGARDING ELECTRONIC COMMUNICATIONS AND ONLINE CONDUCT.

6.C. ARMY PROGRAMS CURRENTLY TRACK CERTAIN MISCONDUCT RELATED TO EQUAL OPPORTUNITY, EQUAL EMPLOYMENT OPPORTUNITY, SHARP, INSPECTOR GENERAL INVESTIGATIONS, UCMJ DISPOSITION, AND LAW ENFORCEMENT INVESTIGATIONS. ASA (M&RA), DCS, G-1, THE INSPECTOR

GENERAL, THE JUDGE ADVOCATE GENERAL, AND THE PROVOST MARSHAL GENERAL, WHERE NECESSARY, WILL INITIATE UPDATES TO THEIR RESPECTIVE SYSTEMS TO TRACK ONLINE-RELATED INCIDENTS.

7. TO THE EXTENT THAT ANY OF THESE REQUIREMENTS CHANGES THE CONDITIONS OF EMPLOYMENT FOR BARGAINING UNIT EMPLOYEES, COMMANDS ARE REMINDED TO FULFILL LOCAL LABOR RELATIONS OBLIGATIONS AS SOON AS POSSIBLE.

8. THE ARMY ENCOURAGES ITS MEMBERS TO TELL THE ARMY STORY AND IS NOT PROHIBITING OR LIMITING THE RESPONSIBLE USE OF SOCIAL MEDIA.

9. U.S. ARMY SOCIAL MEDIA PROVIDES AN EXPANDED DISCUSSION OF ONLINE RESPONSIBILITIES AND PROTECTION BEST PRACTICES AVAILBLE AT: [HTTPS://WWW.ARMY.MIL/SOCIALMEDIA/SOLDIERS/](https://www.army.mil/socialmedia/soldiers/).

10. THE POINT OF CONTACT FOR THIS ALARACT IS LTC MICHAEL W. JOHNSON AT MICHAEL.W.JOHNSON.MIL@MAIL.MIL, 703-614-5354 OR MR. CLAY BRASHEAR AT CLAY.A.BRASHEAR.CIV@MAIL.MIL, 703-614-5311.

11. THIS ALARACT MESSAGE EXPIRES ON 24 JULY 2019.