



The Regional
Support
Command
(South)

Army Component Command

SOLDIER VALUES and ETHICS

Shadows the
40th Infantry
Division



Welcome

- Exits
- Restrooms
- Silence Cell Phones
- 90 Minutes



Commander's Directed Training

- From Yearly Training Guidance Document
- Streamline General training requirements leaving more time for unit specific training.
- Create Common Operating Picture
- Insure consistency of message throughout region
- Keep it simple, repeatable, and practical
- Keep it flexible never outlaw common sense
- Bring down to the individual soldier basics

40th Infantry
Division

CA

PURPOSE OF THIS CLASS

Action: Discuss Army Component Command Soldier Values.

Conditions: *Interactive classroom.*

Standard: Discuss the Army Component Mission, and the need for Soldier Values understanding to accomplish that mission.

COMMAND MISSION STATEMENT

- Optimize resource coordination between the CSMR and CNG through training and augmentation for effective civil support capabilities and greater mission readiness.

Ready Civil Support: CSMR augmentation to the CNG for training, exercise and JROSI support. JROSI: Joint Reception, Staging, Onward Movement and Integration.

Increased Readiness: CSMR augmentation for CNG DSCA/DACA missions.

DSCA: Defense Support to Civil Authorities. DACA: Defense Assistance to Civil Authorities.

MISSION ESSENTIAL TASK LIST (METL) FM 7-15

- Man the Force/Recruit civilians with key related skills.
- Civil Response Management Training.
- Warrior Task Training.
- Mobilization Support.
- ART 1.1.2 Conduct Tactical Deployment and Redeployment Activities.
- ART 4.1: Provide Logistics Support.

MISSION ESSENTIAL TASK LIST (METL) FM 7-15

- ART 4.3: Provide Health Service Support
- ART 5.4: Conduct Civil-Military Operations.
- ART 5.4.1 Provide Interface or Liaison Among Military and Civilian Organizations.
- ART 5.4.4 Advise Commanders of Obligations to Civilian Population.
- ART 5.4.7 Conduct Civil-Military Operations Center Operations

MISSION ESSENTIAL TASK LIST (METL) FM 7-15

- ART 5.7: Conduct Public Affairs Operations
- ART 6.5: Conduct Operational Area Security
- ART 7.4.1 Provide Support in Response to Disaster or Terrorist Attack.
- ART 7.4.2 Provide Support to Civil Law Enforcement

CSMR MISSION #1: MILITARY TRAINING SUPPORT



- WARRIOR TASK TRAINING
- BATTLE DRILLS
- OTHER

CSMR MISSION #2: READINESS AND MOBILIZATION SUPPORT

- READINESS SUPPORT
 - Legal
 - Medical
 - Pre-deployment Training and Inspection Assistance



CSMR MISSION #3: CIVIL SUPPORT

- READINESS SUPPORT
 - Civil support training
 - Liaison activities
 - Augmentation during operations



PHILOSOPHY

○ TAG VISION

- Ready force, fully integrated and supported (“I am militia just like you are.”) MG Baldwin Jan 2013

○ CG CSMR VISION

- Fully integrated with the Guard
- Properly trained

EXPECTATIONS

- Civil Support Training will key on California's Standardized Emergency Management System (SEMS), Emergency Operations, and Liaison Officer (LNO) duties



EXPECTATIONS

- SOPS: Admin and O & T SOPs(Use Them)
- **CSMR Circular 350-15-01** dated 04/01/16
- Soldier Care and Appearance (holistic)
- Leadership Checklist
- Professionalism in all evolutions, including standards, formations, etiquette
- One CSMR Team
- Use Chain of Command/Stay in Lane
- Follow CSMR Orders
- Life Balance

SOLDIER VALUES: L-D-R-S-H-I-P

- **Loyalty:** Bear true faith and allegiance to the U.S. Constitution, the service, your unit, and other soldiers.
- **Duty:** Fulfill your obligations.
- **Respect:** Treat people as they should be treated.
- **Selfless Service:** Put the welfare of the nation, the service, and your subordinates before your own.
- **Honor:** Live up to all the Soldier values.
- **Integrity:** Do what's right, legally and morally.
- **Personal Courage:** Face fear, danger, or adversity (physical or moral).

SOLDIER VALUES: L-D-R-S-H-I-P

- **Loyalty: Commitment** to bear true faith and allegiance to the U.S. Constitution, the service, your unit, and other Soldiers (“Soldier care”).

Soldier Care - We must deter:

- Dishonest, criminal, and self destructive behaviors
 - Suicide
 - Alcohol and drug abuse
- Discriminatory behavior

SOLDIER VALUES: L-D-R-S-H-I-P

- **Duty:** fulfilling professional, legal, and moral obligations.
- **Duty** means accomplishing all your assigned tasks to the best of your ability. Do not quibble.
- **Duty** requires a willingness to accept full responsibility for the actions of one's self, and those of one's subordinates.

SOLDIER VALUES: L-D-R-S-H-I-P

- **Respect:** Treat people as they should be treated.
- **Respect** means treating people with proper protocol as to position, and without illegal bias.
- Do not be a slob (to superiors) or a bully (to subordinates)

SOLDIER VALUES: L-D-R-S-H-I-P

- **Respect:** Treat people as they should be treated.
- **Sexual Harassment Assault Response and Prevention (SHARP):** Eliminate sexual harassment and sexual assault by creating a culture where Soldiers believe SHARP is a key with CSMR value. NOTE: Principles apply elsewhere!
- **Reference.** AR 600-20, Army Command Policy, (RAR) 4 August 2011
- **SME:** State Sexual Assault Coordinator (SARC) & Equal Opportunity Officer

SOLDIER VALUES: L-D-R-S-H-I-P

- **Sexual Harassment Assault and Response & Prevention**
- No such thing as an “innocent bystander”
- Bystanders either:
 - Deter or Support
 - Discourage or Encourage
 - Condemn or Enable
 - Speak up or Stay silent
 - Intervene or Ignore
- Soldiers must Intervene, Act, Lead!

SOLDIER VALUES: L-D-R-S-H-I-P

- **Types of Sexual Harassment**
 - Quid pro quo – “this for that” (Latin)
 - Conditions placed on a person’s career in return for sexual favors
 - Hostile environment
 - Soldiers or civilians subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature. These behaviors interfere with work performance.

SOLDIER VALUES: L-D-R-S-H-I-P

- **Sexual Harassment Behaviors:**
 - **Verbal**
 - Jokes, sexually explicit profanity, describing physical appearance, terms of endearment
 - **Nonverbal**
 - Staring, licking lips suggestively
 - Displaying sexually explicit pictures or screen savers
 - Sexually oriented e-mail, notes, printed material, etc.
 - **Physical**
 - Cornering or blocking an individual
 - Forcing an individual to make physical contact with you

SOLDIER VALUES: L-D-R-S-H-I-P

- **Sexual Harassment Indicators:**
 1. Is the behavior sexual in nature?
 2. Is the behavior unwelcome?
 3. Have sexual favors been demanded, requested, or suggested?
 4. Does the behavior create a hostile or offensive environment?
 5. Would a reasonable person react the same way as you to this incident or behavior?

SOLDIER VALUES: L-D-R-S-H-I-P

- **Report Sexual Assault Immediately**
 - **Witnesses**
 - Report to the chain of command or law enforcement agency
 - **Victims**
 - Seek immediate assistance
 - Report the offense to COC, LE, or SARC (confidentiality option)

SOLDIER VALUES: L-D-R-S-H-I-P

- **Soldier Values:** Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, Personal Courage
- **Sexual Harassment/Assault**
 - Is a disloyal act
 - Breaks down the ability to work effectively as a team
 - Is disrespectful, selfish, dishonorable, dishonest and cowardly
 - May result in criminal prosecution

SOLDIER VALUES: L-D-R-S-H-I-P

- **Equal and Fair Treatment...**
 - To Soldiers, Airmen, family members, and civilians
 - Without regard to race, color, religion, gender, or national origin
- **An environment free of unlawful discrimination and offensive behavior**
- **As a Soldier, you are a community leader!**
 - On and off post
 - Duty and non-duty hours
 - Working, living and recreational environments

SOLDIER VALUES: L-D-R-S-H-I-P

EQUAL OPPORTUNITY CONSIDERATIONS

- R, B, Y, B, W, M, F, ETC.
- Phileo and agape, but not eros!
- Relationships – Loyalty and esprit
- Shun Extremist groups
- Shun Stupid Language
- Accommodation – military context of disabilities
- Religion – practice, share, but do not buttonhole.

SOLDIER VALUES: L-D-R-S-H-I-P

- **EQUAL OPPORTUNITY BEST PRACTICES**
- **Don't** make racial or sexual comments or gestures
- **Don't** make national origin or religious comments/jokes/slurs
- **Don't** display racist or sexually offensive visual material
- **Don't** make unsolicited and unwelcome sexual contact

SOLDIER VALUES: L-D-R-S-H-I-P

- **EQUAL OPPORTUNITY BEST PRACTICES**
- **Don't** stereotype or make assumptions about fellow Soldiers
- **Don't** discriminate against fellow Soldiers
- **Don't** use profanity or sexual language
- **Don't** use language that demeans
- **Don't** discount religious beliefs

SOLDIER VALUES: L-D-R-S-H-I-P

- **EQUAL OPPORTUNITY BEST PRACTICES**
- Do interact with all Soldiers
- Do respect culture/background of all Soldiers
- Do advocate equal and fair treatment
- Do recognize each other's individualism
- Do communicate openly and honestly

SOLDIER VALUES: L-D-R-S-H-I-P

- **Selfless Service:** Put the welfare of the nation, the service, and your subordinates before your own; they come ahead of the personal safety or career of the individual.
- **Selfless service** requires you to give credit where credit is due, never unjustly taking credit for something you did not do.
- **Selfless service** demands that you never place yourself in a position where you are taking from the troops under your command or of a lesser rank

SOLDIER VALUES: L-D-R-S-H-I-P

- **Honor** demands adherence to a public moral code, not protection of a reputation. **Honor** is a moral virtue - a state of being or character that people possess by upholding the values that make up the CSMR's public moral code.
- **Honor** depends upon the exemplary display of integrity, courage, loyalty, respect, selfless service, and duty.

SOLDIER VALUES: L-D-R-S-H-I-P

- **Integrity** means possessing high personal moral standards and being honest in word and deed.
- **Integrity** requires that you execute orders to the benefit of your command and your troops first, taking only what is offered by higher commands. Denying oneself. (part of selfless service)

SOLDIER VALUES: L-D-R-S-H-I-P

- **Personal courage** manifests physical and moral bravery. It depicts the military virtue that enables us to face fear, danger, or adversity no matter what the situation is, whether it be physical or moral.
- **Personal courage** is the strength to do what is right; to adhere to a higher standard of personal conduct; to lead by example; and to make tough decisions under stress and pressure.

SOLDIER VALUES: L-D-R-S-H-I-P

Integrity and Personal Courage **By Promoting:**

- Proper, values-based behavior
- Tolerance of those different from us
- Ethical Decision-Making
- Respect for others, their property and respect for ourselves
- Adherence to the Government Code of Conduct

SOLDIER VALUES: L-D-R-S-H-I-P

- Loyalty to Constitution, regulations, laws **and ethics** over personal gain
- Protect military property
- Act impartially and do not accept bribes
- Do not mix military and private dealings
- Do not misuse military time and resources for personal projects
- Politics. You may participate in politics, but:
 - Not in Uniform
 - Not on duty
 - Not in workplace

SOLDIER VALUES: L-D-R-S-H-I-P

Public Service Is A Public Trust

- We should all affirm the special trust the American people have reposed in us, and the honor we have in serving, by always maintaining the highest standards of conduct and behavior.

SOLDIER VALUES: L-D-R-S-H-I-P

Satisfy Your Moral, Legal And Financial Obligations

- By virtue of serving our country, each of us is properly held to a high standard of conduct by the public. Failure to satisfy moral, legal and financial obligations reflects badly on our families and the CSMR, and destroys our credibility with those observing us.

SOLDIER VALUES: L-D-R-S-H-I-P

- **You Must Disclose Waste, Fraud And Abuse**
- Each of us has a moral and legal duty to disclose waste of Government resources, fraud, or abuse of privilege, position, or personnel. However, such reports demand high-level interest and must never be made flippantly or for spite.

SOLDIER VALUES: L-D-R-S-H-I-P

Protect and Conserve Government Property **And Do Not Use It For Unauthorized** **Activities**

- This is the most common problem area. “Authorized activities” are those allowed by competent order and required by the mission. In any case, we all have a duty to use and maintain Government property responsibility.

SOLDIER VALUES: L-D-R-S-H-I-P

- **Avoid Even The Appearance Of Impropriety**
- If a proposed action bothers your conscience even when it seems legal, follow your conscience. If in doubt, ask the ethics advisor (JAG) for advice. In sum, avoid any action that may bring you or the CSMR into disrepute, even though the action is facially legal.

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Yours is a proud tradition and great calling!

Questions?

- YOU are the California State Military Reserve. Commit the Reserve!

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Conclusion



- You have completed Commander's Directed Training for Soldier Values

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