

The Adjutant General, in an effort to improve the effectiveness and professionalism of the Utah National Guard, has directed the Human Resources Office (HRO) to publish a brief description of all adverse actions that have taken place during the previous quarter. Sharing this information is intended to heighten our awareness of unprofessional, unethical or illegal activities that occur in our workplace with their resulting disciplinary action(s). Knowing that there have been and will be consequences for inappropriate, unethical or illegal actions will improve our commitment to mission, property, regulations and the treatment of others.

NOTE: This report reflects discipline/adverse actions in the quarter the action was finalized.

1st Qtr FY 12 (Oct - Dec 11)

**ADVERSE ACTIONS**  
(Suspension, Reduction in Grade or Removal)

ARMY NATIONAL GUARD

ADOS	Impersonated being a SFC at an MOS qualifying course	Removed from ADOS orders and reduction in rank
Technician	Driving Under the Influence (2 <sup>nd</sup> or greater offense)	Terminated
AGR	Inappropriate relationship and acts discrediting the UTNG	Reduction in rank
ADOS	Misuse and damage to government equipment	Financially liable for damage
Technician	Failure to observe written regulations, rules; violation where safety to persons/property is involved	Resigned ILO adverse action

AIR NATIONAL GUARD

AGR	Lewdness and conduct unbecoming a Senior NCO	Reduction in rank
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STATE

State	Failure to follow proper safety and security procedures	Termination
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**DISCIPLINARY ACTIONS**  
(Letter of Reprimand / Written Warning)

ARMY NATIONAL GUARD

ADOS	Domestic violence and alleged sexual assault	LOR and ordered to attend domestic abuse class
Technician	Failure to answer questions on SF 86 honestly and completely	Access to US government computer system and UTNG network revoked
ADOS	Sexual harassment	LOR
Technician	Time and attendance violations, use of alcohol on duty	LOR
Technician	Driving Under the Influence (1 <sup>st</sup> offense)	LOR
M-Day	Failure to pay bill for Transient Chargeable Quarters at Camp Williams	Letter of Corrective Action

AIR NATIONAL GUARD

FTNG CD	Knowingly performing duties requiring a valid passport with an expired passport	LOR
AGR	AWOL/unexcused tardiness/failure to follow established leave policy	LOR
AGR	Unprofessional/inappropriate relationship with a civilian employee	General Officer LOR

STATE

State	Failure to follow security procedures	Written Warning
State	Failure to follow proper procedures on flight line	Letter of Counsel
State	Noncompliance with policies	Written Reprimand

As a reminder for all supervisors, in accordance with TAG Policy Letter 09-11, Fair and Prompt Administration of Military Justice/Withholding Military Jurisdiction, Commanders and Supervisors at all levels who become aware of allegations of misconduct directed against any full time employee must promptly report the allegations to the Human Resources Officer. A summary of relevant facts must accompany the report of misconduct. Questions may be directed to Col Davis at 432-4235 or LTC McNeil at 432-4226