

Command Inspector General Quarterly Newsletter

For the Soldiers, Airmen, and Civilians of the Virginia National Guard 2nd Quarter – February 2023



MISSION: Serve as an extension of the eyes, ears, voice, and conscience of the commander, and to determine for the commander the state of economy, efficiency, discipline, morale, esprit de corps, and readiness throughout the Virginia National Guard.

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Guidance on Distinctive Items Authorized for Infantry Personnel

Reference:
AR 670-1 para 21-31

The CG, U.S. Army Infantry Center authorized the wear of the shoulder cord for infantry personnel who have successfully completed the appropriate training. Authorized wearers are Officers and enlisted personnel of the infantry, who hold an infantry PMOS or specialty, and who have been awarded the combat infantryman badge, the expert infantryman badge, or who have successfully completed the basic unit phase of an Army training program or an equivalent. The shoulder cord is authorized during the period of assignment to an infantry regiment, brigade, separate infantry battalion, infantry company (including the headquarters and headquarters company of an infantry division), infantry platoon, or infantry TDA unit. In addition, infantry personnel assigned to infantry sections or squads within units other than infantry units may wear the cord when authorized by battalion or higher-level commanders. In addition, the cord is authorized during the period assigned for duty as an Army recruiter or advisor, ROTC instructor, or member of the staff and faculty of the United States Military Academy, as long as the individual retains an infantry PMOS or specialty.

Expansion of the Military Parental Leave Program (MPLP) Implementation Guidance

Reference:
Title 10 USC Section 701; AR 600-8-10; DAFI 36-3003; CNGBI 1400.25 Vol 630

Effective 4 January 2023 IAW ALARACT 007/2023, all active component Soldiers; reserve component Soldiers performing active guard and reserve duty or full-time national guard duty for more than 12 months consecutively; and reserve component Soldiers performing duty under a call or order to active service for more than 12 months consecutively, are covered by the parental leave policy. The MPLP allows birthparents (Soldiers who physically give birth) to be deferred or excused for 365 days after the birth of their child from all continuous duty events that are in excess of 1 normal duty day/shift. These include, but are not limited to deployment, mobilization, field training, combat training center program rotations, collective training events away from home station (unit of assignment), pre-mobilization training, unit training assembly away from home station (unit of assignment), and temporary duty. In addition, the birth parent is authorized 12 weeks of parental leave in addition to and following a period of maternity convalescent leave from childbirth. Non-birth parents and Soldiers who adopt a minor child or who have a minor child placed for adoption or long-term foster care are authorized 12 weeks of parental leave, either taken in whole or taken in increments during the 1-year period beginning on the date of birth of the child. Additionally, these Soldiers should expect to deploy with their units. Refer to <https://www.milsuite.mil/book/docs/DOC-1225640> for more information. Most T5 and T32 Federal Technicians also qualify for paid parental leave. POC is JFHQ-HRO.

Guidance on Military Whistleblower Reprisal (WBR)

Reference:
Title 10 USC 1034

Title 10 USC 1034 defines WBR as the act of taking (or threatening to take) an unfavorable personnel action, or withholding (or threatening to withhold) a favorable personnel action because a Service member made, prepared to make, or was thought to have made or prepared to make (Both revisions, see 10 USC 1034(b)(1)), a protected communication (PC) (e.g., lawful communication reasonably believed to be true by the complainant) to:

- Members of Congress (MOCs);
- Inspectors general (IGs);
- DOD audit, inspection, investigation, or law enforcement organizations;
- Any person or organization in the chain of command;
- Any other person designated pursuant regulations or established administrative procedures to receive such communications (e.g., Equal Opportunity, Safety Office, etc.); or
- As part of a court-martial proceeding, specifically, complaints of sexual assault or sexual harassment.

Key to this definition is the term "protected communication (PC)." PC in terms of whistleblower reprisal is any lawful communication to an IG or MOC, no matter the topic. Communication with the other referenced individuals or agencies, is only protected when presenting information regarding what the complainant reasonably believes to be a violation of statute, regulation, fraud, waste, abuse, dangers, threats, etc.