



STEVE SISOLAK
Governor

STATE OF NEVADA OFFICE OF THE MILITARY
OFFICE OF THE ADJUTANT GENERAL
2460 FAIRVIEW DRIVE
CARSON CITY, NEVADA 89701



ONDRA BERRY
Major General
The Adjutant General

NGNV-Z

15 September 2020

MEMORANDUM FOR All Members of the Nevada National Guard, Title 32 and Title 5 Technicians, and State Employees with the Office of the Military

SUBJECT: The Adjutant General's Policy 2020-08, Social Media and Website Use

1. REFERENCES.

a. Department of Defense Directive 1344.10 (Political Activities by Members of the Armed Forces on Active Duty), 19 February 2008.

b. Department of Defense Instruction (DODI) 8550.01 (DoD Internet Services and Internet-based Capabilities), 11 September 2012.

c. Army Regulation (AR) 600-20 (Army Command Policy), 6 November 2014.

d. AR 25-13 (Army Telecommunications and Unified Capabilities), 11 May 2017.

e. AR 600-100 (Army Profession and Leadership Policy), 5 April 2017.

f. AR 350-1 (Army Training and Leader Development), 10 December 2017.

g. U.S. Army Social Media Website, <https://www.army.mil/socialmedia/>.

h. Air Force Instruction (AFI) 35-107 (Public Web and Social Communication), 15 March 2017.

i. AFI 1-1 (Air Force Standards), 12 November 2014.

j. The Hatch Act, 5 U.S. Code § 7321-§7326

2. Key Terms.

a. Online Conduct. The use of electronic communication.

b. Online Misconduct. The use of electronic communication that is prejudicial to good order and discipline or of a nature to bring discredit to the Nevada National

Guard (NVNG). Examples include, but are not limited to: harassment, bullying, hazing, stalking, discrimination, retaliation, or any other types of misconduct that undermine dignity and respect.

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.

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.

3. The values of the NVNG require that everyone be treated with dignity and respect. This is a critical component of our profession; mistreatment of peers, subordinates, or superiors goes against our values and is prejudicial to good order and discipline. As members of a joint team, individuals' interactions in person and online reflect on this organization and its values. NVNG organizational values apply to all aspects of our life, including online conduct. Harassment, bullying, hazing, stalking, discrimination (based on race, color, religion national origin, sexual orientation, or other protected classes), retaliation, and any other type of misconduct that undermines dignity and respect are not consistent with our values and negatively impact command climate and readiness. Soldiers, Airmen 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.

4. Commanders and leaders are to reinforce a climate where current and future members of the NVNG, including Soldiers, Airmen and state employees, understand that online misconduct - on or off duty - in a duty status or not, is inconsistent with organizational values and where online-related incidents are prevented, reported, and where necessary addressed at the lowest possible level. Misconduct under this policy is considered misconduct under the applicable Senior Leader Misconduct Notification/Withholding policies.

5. When engaging in electronic communication, members of the NVNG should apply "THINK, TYPE, POST": "THINK" about the message being communicated and who could potentially view it, "TYPE" a communication that is consistent with organizational values, and "POST" only those messages that demonstrate dignity and respect for self and others.

NGNV-Z

SUBJECT: The Adjutant General's Policy 2020-XX, Social Media and Website Use

6. 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 law enforcement.

7. The NVNG encourages its members to tell our story and is not prohibiting or limiting the responsible use of social media. However, leaders must be aware that subordinates may view social media posts. An inappropriate post can be detrimental to good order and discipline, so leaders must be extremely cautious about what they post. While the Nevada National Guard will not prohibit or limit use of social media, inappropriate posts can be used as the basis for adverse actions.

8. All members of the NVNG must remember the traditional concept of the military being apolitical. Members of the NVNG must support their civilian leadership regardless of political affiliation. Social media postings that imply or appear to imply official sponsorship, approval, or endorsement by the NVNG or the Department of Defense of a particular political party or candidate should be avoided.

9. All members of the NVNG must also be especially cognizant of NRS 412.482, which prohibits the use of contemptuous words against the President, the Governor, or the Legislature of Nevada, among others. Participating in the democratic process is a right that all Guardsmen should exercise, but this participation cannot include disparaging comments about the officials mentioned above.

10. An expanded discussion of online responsibilities and protection best practices is available at <https://www.army.mil/socialmedia/soldiers> or <https://www.publicaffairs.af.mil/Programs/Air-Force-Social-Media/>

11. This policy applies to conduct both on and off-duty. While personnel are generally able to engage in off-duty activities, to include electronic communication and online social media, as they see fit and without a need to report such activity to the Nevada National Guard, off-duty conduct in the public space and/or private activity that becomes public and that violates this policy may become the basis for action under paragraph 12. The intent of this policy is not to limit First Amendment rights and the NVNG is not intending to control online activities that are purely personal. This policy promotes good order and discipline throughout the NVNG.

12. This policy is punitive in nature. Personnel in violation of this policy may be subject to appropriate disciplinary action under the Military Code of Nevada, applicable administrative regulations, or Federal or State civilian personnel regulations.

NGNV-Z

SUBJECT: The Adjutant General's Policy 2020-XX, Social Media and Website Use

13. Point of contact for this policy is the NVNG Public Affairs Office at (775) 887-7250. Point of contact in reference to legal matters is the NVNG Office of the Staff Judge Advocate at (775) 887-7387.

ONDRA L. BERRY
Maj Gen, NVNG
The Adjutant General