



VIRGINIA DEFENSE FORCE

VDF 102: Soldier Values & Ethics



VDF 102 Purpose

Action: Discuss Virginia Defense Force (VDF) and soldier values.

Conditions: Interactive classroom

Standard: Be able to discuss VDF missions, and how soldier values/VA SHARP/EO and ethics help accomplish those missions.

- ***SILENCE CELLPHONES**
- ***50/10 TIMEKEEPER**
- ***SIGN IN FOR CREDIT**
- ***TESTABLE**





Course Objectives

At the completion of this period of instruction, you should be familiar with the following:

- **Be able to discuss VDF missions**
- **Define Soldier Values/VA SHARP/EO**
- **Describe L-D-R-S-H-I-P**
- **Explain how ethics contribute to VDF missions**

Vision

- The VDF will provide a **ready, competent, professional** Reserve to support Virginia National Guard forces in their civil support, training, and military operations missions, and to augment National Guard and civilian emergency response authorities during times of natural or man-made disaster.



MISSION

- **The Virginia Defense Force provides an organized, trained, and disciplined military force to assist the Virginia Department of Military Affairs (DMA) and the Virginia National Guard in the conduct of domestic operations in support of (ISO) civilian authorities, and other Commonwealth of Virginia agencies as directed by competent authority.**



Philosophy

- **TAG VISION**
 - **Ready force, fully integrated and supported**
 - **Civil Support is key**
- **CG VDF VISION**
 - **Field growing, respected, integrated and fully supported force**
 - **Life balance**



Philosophy

- **OLD DOG**
 - **Reminiscing, not helpful, gasbag**
 - **DON'T BE THAT DOG!**



Philosophy

- **PUPPY**
 - **Unfocused and not serious**
 - **DON'T BE THAT DOG!**



Philosophy

- **HARD CHARGING PIT BULL**
 - **Wrong understanding of esprit**
 - **DON'T BE THAT DOG!**



Philosophy

- **SERVICE DOG**
 - **Functional, relevant, auxiliary**
 - **BE THAT DOG!**



VDF Standards



VDF Standards

Standards are statements of how the VDF as an organization and as individual soldiers conducts itself.

Standards establish a level of performance that is expected of every member.



VDF Standards

- 1. VDF is a uniformed military force under the command of the Adjutant General.**
- 2. VDF members serve in two duty statuses: TRAINING and STATE ACTIVE DUTY. VDF troops are called to State Active Duty when authorized by the Governor and tasked by the Joint Operations Center, JFHQ, Virginia Department of Military Affairs.**



VDF Standards

3. Minimum satisfactory participation is 10 training assemblies per year.

4. The VDF is authorized firearms only at the direction of the Governor.

5. Members on duty are under military discipline and will obey lawful orders.



VDF Standards

6. Customs and courtesies will be rendered with respect for individuals and the VDF.

7. Personal integrity is an absolute requirement. We do not tolerate lying, quibbling, cheating, or stealing.

8. The senior line officer, warrant officer, noncommissioned officer, or enlisted person assigned to a unit oversees that unit.



VDF Standards

9. Every member is responsible for achieving the highest degree of training in his or her duties possible.

10. Every VDF member is a potential trainer in an emergency.

11. Rank indicates responsibility for decision making. Commissioned, Warrant, and Noncommissioned officers have key roles.



VDF Standards

12. The chain of command will be followed.

13. Members in the field wear the Class C Uniform, clean, neat, boots polished, shaved, and with good personal hygiene.

14. Members in the field carry their equipment with them at all times.



VDF Standards

15. Superior performance is recognized by awards and is a promotion requirement.

16. All leaders are responsible for troop safety.

17. Every member on duty represents the VDF, the Adjutant General, the Governor, and the Commonwealth and will govern his or her dress and behavior accordingly.

VDF L-D-R-S-H-I-P



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:

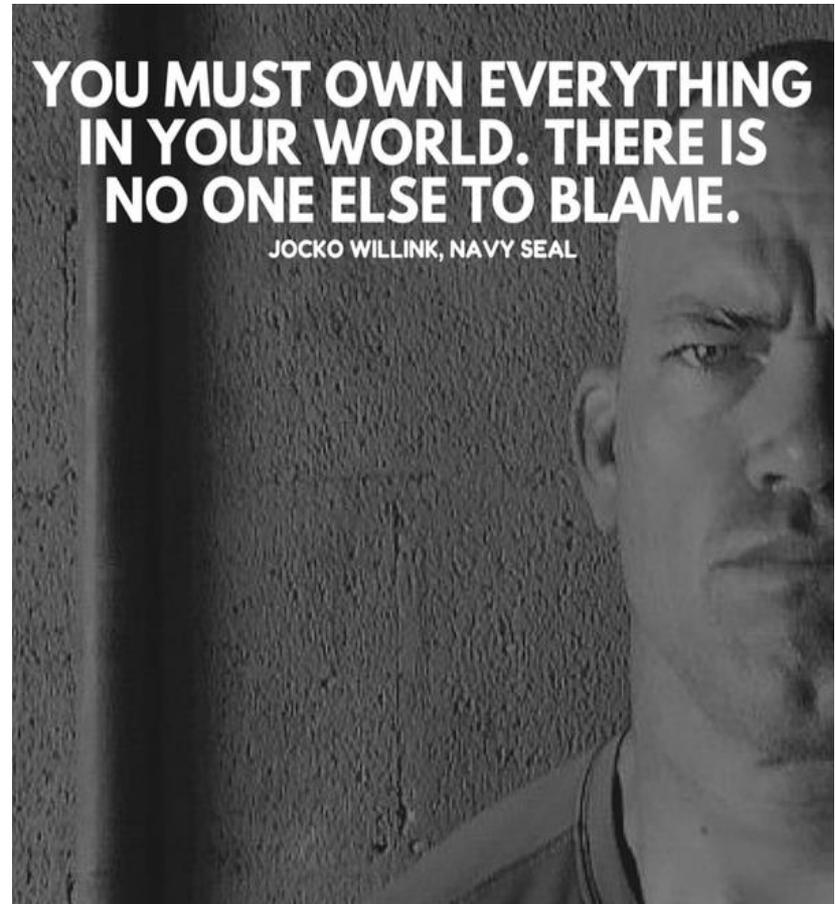
- Dishonest, criminal, and self-destructive behaviors
- Suicide
- Alcohol and drug abuse
- Discriminatory behavior



Soldier Values: L-D-R-S-H-I-P



- **Duty:** fulfill professional, legal, and moral obligations
- **Duty:** accomplish all assigned tasks to the best of one's ability
- **Duty:** 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**
 - **Act with proper protocol as to position, and without bias of any kind**
 - **Do not be a slob (to superiors) or a bully (to subordinates)**

“You can easily judge the character of a man by how he treats those who can do nothing for him.” –Johann Wolfgang von Goethe



Soldier Values: L-D-R-S-H-I-P



- **Respect: treat people as they should be treated**
 - **Create 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



- **Respect: treat people as they should be treated**
 - **Sexual Harassment of any kind is *not* tolerated by the VDF**
 - **Equal Opportunity and Fair Treatment**
 - **To soldiers, family members, and civilians, without regard to race, color, age, religion, gender, or national origin**



Soldier Values: L-D-R-S-H-I-P



- **Respect: treat people as they should be treated**
 - **Sexual Harassment Assault Response and Prevention : Eliminate sexual harassment and sexual assault by creating a culture where Soldiers believe SHARP is a key VDF value.**
- **TAG: 15-016 10 AUG 2015 (Sexual Harassment Prevention Policy);**
- **TAG: VaNG Command Policy 3-06 1 OCT 2014 (Prohibiting Sexually Explicit or Suggestive Material in the Work Place)**
- **VDF: CG 14-01 30 MAR 2014 as amended 22 NOV 2016 (Sexual Assault and Sexual Harassment).**



Soldier Values: L-D-R-S-H-I-P



COMMONWEALTH of VIRGINIA *DEPARTMENT OF MILITARY AFFAIRS*

Date: December 15, 2017

Policy Number- DMAHR-123-012
Policy Name: Sexual Harassment Policy

Policy Statement:

The Virginia Department of Military Affairs (DMA) is committed to providing a work environment that is conducive to the effective performance of job duties and one that is free from intimidation or coercion in any form.

DMA is dedicated to a stringent policy against discrimination. Harassment on the basis of race, color, gender, national origin, religion, age, or disability is a form of discrimination prohibited by federal and state law, as well as DMA policy. It is the intent of this policy to further clarify DMA policy and expectations as it relates to the topic of sexual harassment.

Sexual harassment is an unlawful practice which potentially can subject both the agency and the harasser to liability, and is in contradiction to the values and teamwork upon which this agency is built. DMA policy, clearly and without exception, prohibits the practice of sexual harassment of any employee, applicant for employment, contractor, or volunteer. DMA employees are expected to treat others with respect, tolerance, and professionalism, and will in all cases refrain from conduct that could give rise to allegations of sexual harassment.

This policy shall apply to all DMA state employees.

References:

TAG Command Policy 15-016, Sexual Harassment Prevention Policy|



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 IG**



Soldier Values: L-D-R-S-H-I-P



- **In Sum: 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 Opportunity and Fair Treatment...**
 - **To Soldiers, family members, and civilians**
 - **Without regard to race, color, age, 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**
 - **Make every Soldier “precious in your sight.”**
 - **Phileo and agape, but not eros!**
 - **Relationships – Loyalty and esprit**
 - **Shun extremist groups**
 - **Eschew stupid language**
 - **Reasonable 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, age, disability, 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; those entities/ideals come ahead of the personal safety or career of the individual.
- **Selfless service:** Give credit where credit is due; never unjustly take credit for something you did not do.

“True service is when you serve others without expecting anything in return.” –Sunday Adelaja



Soldier Values: L-D-R-S-H-I-P



- **Honor: 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 VDF's public moral code.**
- **Honor depends upon the exemplary display of integrity, courage, loyalty, respect, selfless service, and duty.**

“We sleep peaceably in our beds at night only because rough men stand ready to do violence on our behalf.” – George Orwell



Soldier Values: L-D-R-S-H-I-P



- **Integrity: Possess high personal moral standards and being honest in word and deed.**

A **true leader** has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the **equality of his actions and the integrity of his intent.**

— Douglas MacArthur —

AZ QUOTES



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.**
- **“It doesn’t take a hero to order men into battle. It takes a hero to be one of those men who goes into battle.” Gen. H. Norman Schwarzkopf**



Soldier Values: L-D-R-S-H-I-P



A Soldier Promotes:

- **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



A Soldier is:

- **Loyal to the Constitution, regulations, laws and ethics over personal gain**
- **Protects military property**
- **Acts impartially and does not accept bribes**
- **Does not mix military and private dealings**
- **Does not misuse military time and resources for personal projects**
- **Apolitical. A soldier 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



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



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 VDF and destroys our credibility with those observing us.**



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.**
- **We all have a duty to use and maintain government property responsibly.**



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.**
- **Avoid any action that may bring you or the VDF into disrepute, even though the action is facially legal.**



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Yours is a proud tradition and great calling!



Questions?