



SECRETARY OF THE ARMY
WASHINGTON

28 JAN 2011

MEMORANDUM FOR ALL ARMY PERSONNEL

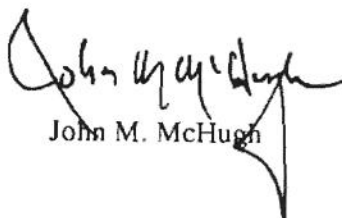
SUBJECT: ARMY PERSONNEL COMMITMENT TO FEDERAL ETHICS

The President has directed all Federal personnel to be familiar with, and faithfully observe, applicable ethics laws, regulations and principles. The DepSecDef recently reiterated that ethical conduct and ethical decision-making is a high priority for DoD and that "all DoD personnel will adhere to the highest ethical standards at all times." (attached) I expect Army leaders, supervisors and managers to lead by example and promote these fundamental ethical values within their commands.

The Army is an advocate for American values—integrity, fair play, equal treatment, impartiality and respect—which sustain a strong ethical culture. In conducting the Army's business, we must hold ourselves accountable for implementing these important ethical values and culture and endeavor to avoid even the slightest appearance of ethical compromise in the performance of our official duties. We must maintain the integrity of DoD and Army business processes and decisions so the public maintains its confidence in the integrity of Army programs and operations. The public expects to be treated fairly and impartially when dealing with the Army, and that is how it will be treated.

The Government has provided detailed standards of conduct—laws, principles and rules—to help us avoid confusion that may arise in the performance of our official duties. Each of us should consciously reaffirm our commitment to compliance with the Principles of Ethical Conduct for Government Officers and Employees (E.O. 12731), the conflict of interest laws, the Standards of Ethical Conduct for Employees of the Executive Branch, 5 C.F.R. 2635, and the Joint Ethics Regulation (DOD 5500.7-R). Whenever you encounter specific situations that are not clearly covered by these rules, do not hesitate to contact your organization's Ethics Counselor.

The Army has earned the enduring trust of the American people by our unwavering commitment to the faithful and honorable performance of our official duties. Any shadow of a fault diminishes this record and that of those who have gone before us. I fully endorse the Army ethics program and expect all Army personnel to understand and adhere to the highest standards of personal integrity and ethical conduct.


John M. McHugh