OFFICE OF THE INSPECTOR GENERAL,
USAFCEFS

# IG Bulletin

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## Teaching and Training—A Core IG Function

**By LTC Timothy J. Diley, Command Inspector General**

A very common perception that commands have of the Inspector General office is that our main purpose is to investigate individuals who have done something wrong or inspect units to discover their deficiencies with an established Army Regulation. These perceptions couldn't be further from the truth! The Inspector General (IG) has four core functions established by AR 20-1: Teaching and Training, Assistance, Inspections, and Investigations. The IG office rarely conducts investigations, and when we conduct our inspections, units are normally notified well in advance through an official tasking order and designed to show both what the unit is doing well and what the unit could improve upon. Our number one IG priority, based on LTG Smith, the Army Inspector General, is Teaching and Training. It is a proactive measure to inform commands based on issues/problems that they might be having or trends that the local IG office is seeing due to complainant intakes.

I believe that teaching and training is our most important core function. We are charged with ensuring that the command is informed about standards, no matter what the topic area. In this way, we can be utilized to present briefings on a variety of subjects to all the organizations we support, both military and civilian. The FCoE IG office inherently researches a multitude of topics on any given day, usually because an individual or organization does not know the standard or is questioning the proper execution of a standard by someone. We want to provide this research and expertise to you-our constituents. We have the time and the resources to research and prepare in order to inform you with the latest information or policies. If there is a topic that you need taught as part of a professional development session or general briefing, commands can reach out to us and simply provide us a topic and some lead time and we'll do the rest. We learn at IG school that there is a direct correlation between the more teaching and training IG offices do with commands, the less inspections and investigations we have to do. Those individuals and organizations that are informed usually require less overwatch and have fewer problems with maintaining standards.

Teaching and training is wrapped up in all four functions of the IG. For example, as a part of the inspection function, we can brief units on trouble areas discovered, recommendations, and best practices that the IG inspection teams found during a particular inspection. This month we executed an inspection on flags, bar to continued service, and Army Body Composition Program. The IG office can brief commands on the findings in order to prepare them or to relook their established processes ensuring they are conducting business within the scope of the appropriate regulation(s).

I strongly encourage commands to reach out and utilize the IG office as a force multiplier. Don't hesitate to contact us or meet with us to design a teaching and training event that is specifically tailored to meet your needs. The IG office is here to assist commanders with improving readiness and ultimately your warfighting capability.

**"Droit-et-Avant"**

## Bar to Continued Service

**By MSG Jay Litzenberg, Assistant Inspector General**

As of 1 October 2016, Army Directive 2016-19 (Retaining a Quality Noncommissioned Officer Corps), renamed the "bar to reenlistment" to "bar to continued service." Enclosure one of this directive replaced Chapter 8 of Army Regulation 601-280 (Army Retention Program), dated 1 April 2016, in its entirety and added Appendix K.

Chapter 8 of AR 601-280 prescribes policy to deny continued service to Soldiers whose immediate separation under administrative procedures is not warranted, but whose reentry into, service beyond ETS, or continued service with the Army is not in the best interest of the military Service. According to Chapter 8, paragraph 8-2(a), "Only Soldiers of high moral character, personal competence, and demonstrated adaptability to the requirements of the professional Soldier's moral code will be authorized continued service." Appendix K outlines the procedures for the bar to continued service: initiation, processing, approval authority, appealing the bar, bar reviewing and counseling, removing the bar, and administrative matters.

Commanders should evaluate all Soldiers under the "whole person" concept on whether or not a Soldier has the potential to reenlist. The bar to continued service may be initiated any time during the Soldiers enlistment regardless of their intent to reenlist or their separation date. In paragraph 3-7 of Chapter 3, there is a guideline to assist commanders in evaluating the Soldier's potential for reenlistment. Soldiers that do not or cannot measure to those standards, but immediate administrative separation is not warranted, will be barred from further service. Paragraph 8-2(b) states, "The bar to continued service is a punitive action. Imposition of a bar to continued service does not prevent administrative separation at a later date. The bar to continued service should be initiated before a separation or judicial and/or nonjudicial action because it is intended to put the Soldier on notice that, he or she is not a candidate for reenlistment or continued service in any Army component. He or she is a candidate for separation if the

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## Wear and Appearance

**By SFC Katrina Bullock, Assistant Inspector General**

Leaders and Soldiers commonly use Google as a first source for regulation guidance; however, Army Publishing Directorate has the newest regulations. Army Regulation 670 -1 has had numerous changes, especially in regards to hair and cosmetics standards in the past few years and Google has several old standards posted. The newest regulation published is dated 25 May 2017. Listed below are some of the most commonly asked questions our office receives in regards to the published standard.

AR 670-1 paragraph 3-2a(1)(a): Leaders will judge the appropriateness of a particular hairstyle by the guidance in this chapter and by the ability to wear all types of headgear (such as beret, patrol cap, or service cap/hat) and any protective equipment (such as protective mask or combat helmet) properly. AR 670-1 paragraph 3-2a(1)(b): Hair standards for male and female Soldiers: Extreme, eccentric, or faddish haircuts or hairstyles are not authorized. If Soldiers use dyes, tints, or bleaches, they must choose a natural hair color. Colors that detract from a professional military appearance are prohibited. Therefore, Soldiers must avoid using colors that result in an extreme appearance. Applied hair colors that are prohibited include, but are not limited to, purple, blue, pink, green, orange, bright (fire-engine) red, and fluorescent or neon colors.

AR 670-1 paragraph 3-2b: Cosmetics: (1) Standards regarding cosmetics are necessary to maintain uniformity and to avoid an extreme or unprofessional appearance. Males are prohibited from wearing cosmetics, except when medically prescribed. Females are authorized to wear cosmetics with all uniforms, provided they are applied modestly and conservatively, and that they complement both the Soldier's complexion and the uniform. Leaders at all levels must exercise good judgment when interpreting and enforcing this policy. (2) Eccentric, exaggerated, or faddish cosmetic styles and colors, to include makeup designed to cover tattoos, are inappropriate with the uniform and are prohibited. Permanent makeup, such as eyebrow or eyeliner, is authorized as long as the makeup conforms to the standards outlined above. Eyelash extensions are not authorized unless medically prescribed. (3) Females will not wear shades of lipstick that distinctly contrast with the natural color of their lips, that detract from the uniform, or that are faddish, eccentric, or exaggerated. (4) Females will comply with the cosmetics policy while in any military uniform or while in civilian clothes on duty. Fingernails: All personnel will keep fingernails clean and neatly trimmed. Males will keep nails trimmed so as not to extend beyond the fingertip unless medically required and are not authorized to wear nail polish. Females will not exceed a nail length of ¼ inch as measured from the tip of the finger. Females will trim nails shorter if the commander determines that the longer length detracts from a professional appearance, presents a safety concern, or interferes with the performance of duties. Females may only wear clear polish when in uniform or while in civilian clothes on duty. Females may wear clear acrylic nails, provided they have a natural appearance and conform to Army standards. If you have any questions concerning wear and appearance please contact the IG office.

**Bar to Continued Service Cont.**

circumstances that led to the bar to continued service are not overcome. Soldiers will be advised exactly what is expected for them to overcome the bar to continued service and will be given explicit timetables to overcome the reasons for the bar." Paragraph 8-4(a-d) further says that commanders should question on whether to afford continued military service to Soldiers that are untrainable, unsuitable, and for single Soldiers and dual-service couples with dependents. These paragraphs also outline several reasons on why a bar to continued service may be initiated on a Soldier. The paragraphs provide some examples of the rationale for initiating a bar and is not intended to be an all-inclusive list.

Paragraph 8-4(e) specifies when a commander must initiate a bar to continued service or separation proceedings. A few of these stipulations are, "The Soldier - Does not make satisfactory progress in the Army Body Composition Program (see AR 600-9), Fails two consecutive APFTs (see AR 350-1), Removed for cause from Noncommissioned Officer Education System courses, Has an incident involving the use of illegal drugs or alcohol within the current enlistment and/or reenlistment period resulting in an officially filed letter of reprimand; a finding of guilty under Article 15, UCMJ; a civilian criminal conviction; or a conviction by court-martial, Are AWOL more than 96 hours during the current enlistment and/or reenlistment period."

If you have any questions regarding bar to continued service, contact your local retention office or review the criteria in Chapter 8 and Appendix K of AR 601-280.

Upcoming Inspections

| Date | Agency | Units Affected | Topic |
|---|---|---|---|
| 25 FEB - 08 MAR 19 | FCOE IG | FCOE, 30 ADA, 428 FA, 343 FA | DTS |
| 29 APR - 10 MAY 19 | FCOE IG | TBD | Special Conditioning Program |

Happy New Year from the Inspector General Family. We hope the Holidays were filled with happiness for you and your family. The New Year is a celebration of the past year and the adventures ahead. Set your goals and don't be afraid of failure.

**Office of the Inspector General,**
**USAFCOEFS**
**BLDG 1616 Randolph Road**
**Fort Sill, OK 73503**

## *Inspector General Mission*

*The Office of the Inspector General provides assistance, teaches and trains, and conducts inspections and investigations as directed by the Commanding General for and throughout the United States Army Fires Center of Excellence and Fort Sill in order to assist commanders in achieving disciplined and combat-ready units and to maintain the operational effectiveness of the command.*

For questions or assistance, or to file a complaint:

Comm: 580-442-6007/3224

DSN: 639-3224

E-mail:

usarmy.sill.fcoe.mbx.fort-sill-inspector-general@mail.mil

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*"Right then-Forward"*

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