

Assess URNCO Conduct

Practical Exercise Ethical Scenarios



ARMY NATIONAL GUARD
ARNG URNCO Course

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URNCO Conduct Scenarios

Scenario 1

At the Unit, you overhear another URNCO who is about to meet with a Solider, SPC Plumke, that is within his extension window. You hear that SPC Plumpke doesn't qualify for a bonus, but your fellow URNCO wants to hook him up because they are buddies and describes how to edit the PDF in order to make it happen. He says he has done it before, it's not very difficult to do, and he doesn't believe SPC Plumpke will stay without an incentive.

Provide the ethical way to deal with this situation, citing the reasons for your course of action and citing any regulatory guidance.

Scenario 2

Your Unit contains a number of unhappy individuals, and many don't show up for drill. A Command survey reveals that many individuals were promised schools and time off by the URNCO, but the schools and time off isn't happening. Over a couple of drinks the next week, your fellow URNCO confides that he tells Soldiers whatever they need to hear in order to get them to extend. He has been very influential in getting Soldiers to extend this way and has helped the Unit exceed extension-mission so far this year. You also know your fellow URNCO is scheduled to receive recognition from the Commander at the next drill weekend.

Provide the ethical way to deal with this situation, citing the reasons for your course of action and citing any regulatory guidance.

Scenario 3

You're Interviewing a Solider who's in their extension window. They have been a great Solider, have received recognition from the Commander and are an asset to the Unit. During casual conversation, after the interview and commitment to extend, the Solider informs you they got a DUI last week. This Soldier also states that the Command doesn't know about it. The Soldier said they are taking care of it and would like to extend today.

Provide the ethical way to deal with this situation, citing the reasons for your course of action and citing any regulatory guidance.

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Scenario 4

You and another URNCO are working late at the office to close out six retention interviews from last week's drill. Your Command is doing an inspection tomorrow to make sure all programs are running smoothly. As you are looking at the counselling paperwork, you realize that you forgot to have three of the Soldiers sign their counseling. You realize there is no way to get their signatures before inspection tomorrow. Your office partner tells you to hold it against the window and to copy one of the Soldier's older signatures on to the document by shining a light through the glass to trace the signature.

Provide the ethical way to deal with this situation, citing the reasons for your course of action and citing any regulatory guidance.

Scenario 5

One of the Soldiers in your Unit is in a tight financial spot, and is in their extension window. As you're looking through their file you see they don't qualify for a bonus. SGT So-n-So interviewed them previously and explained that if the Soldier did sexual favors for SGT So-n-So, there would be a bonus in their extension. During your interview with the Soldier, they inform you about what SGT So-n-So offered, and offers to give the sexual favors to you, because they're not attracted to SGT So-n-So. The Soldier also states they'll give you a check for 10% of the bonus when it hits their bank account.

Provide the ethical way to deal with this situation, citing the reasons for your course of action and citing any regulatory guidance from the above references.