HUMAN RESOURCES OFFICE
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION

Number: 04-21 | 6 June 2004

STANDARDS OF CONDUCT and CODE of ETHICS FOR FEDERAL TECHNICIANS NO EXPIRATION DATE

1. In accordance with Title 32 United States Code § 709, The National Guard Technician Act of 1968, full-time Technicians are required to be:

a. A military technician (dual status)

b. Members of the National Guard

c. In a military grade specified by the Defense Secretary concerned

d. In the appropriate uniform for the member's grade and component of the Armed Forces while duties as a military technician (dual status)

2. Congress enacted the National Guard Technicians Act primarily to enable the National Guard to carry out its military mission and to make technicians eligible for federal retirement and fringe benefits. Therefore, we are charged to promote the ability of our full-time workforce to make a quick transition to active duty status when required. National Guard technicians must perform to stringent military standards and ensure the continual readiness of equipment and personnel for deployment to meet the needs of the national defense and civil emergencies. This is reflected in the requirement for excepted technicians to maintain compatibility and military membership, and to wear the uniform as a condition of employment.

3. Public Law 104-106 and Technician Personnel Regulation 300-302.7 require all excepted technicians to wear the military uniform appropriate for the service branch of employment and federally recognized grade, and to do so in accordance with regulations pertaining to the proper wear and maintenance of the uniform (AR 600-9, AR 670-1 and AFI 36-2903). The proper wear of the military uniform includes wear of the proper military rank and does not include unauthorized additions or accoutrements. Military customs and courtesies will be adhered to.

4. Inherent of the Law, Department of Defense Directive 5500.7 and Technician Personnel Regulation 735 are the prescribed standards. Technicians are expected to maintain high standards of honesty and integrity on and off duty hours. Grooming and uniform standards will continue to be enforced. Technicians are reminded to refrain from relationships between members that violate the customary bounds of acceptable behavior, to include fraternization and other unprofessional relationships, in order to maintain good order, discipline, conduct, respect, maintenance of unit cohesion, and mission accomplishment. Although supervisors are ultimately held responsible for those under their supervision, these standards are the responsibility of each member. How we appear and present ourselves as a military organization and as individuals affects our public relations and can complement our dual citizen soldier and airmen roles in the communities in which we work and live.

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5. The following are basic Codes of Ethics to follow that apply to any person employed in the Federal Government and the California National Guard:

a. Put loyalty to the highest moral principles and country above loyalty to persons, party, or government department.

b. Uphold the Constitution, laws, and regulations of the United States and of all governments therein and never are party to their evasion.

c. Give a full day's labor for a full day's pay; giving earnest effort and best thought to the performance of duties.

d. Seek to find and employ more efficient and economical ways of getting tasks accomplished.

e. Reveal the dispensing of special favors or privileges to anyone, whether for compensation or not; never accept, for yourself or family, favors or benefits under circumstances which may be construed by reasonable persons as influencing the performance of governmental duties.

f. Make no private promises of any kind binding upon the duties of office, since a government employee has no private word that can be binding on public duty.

g. Engage in no business with the government, either directly or indirectly, which is inconsistent with the conscientious performance of governmental duties.

h. Discourage the use of information gained confidentially in the performance of governmental duties as a means of making private profit.

i. Expose corruption where and whenever discovered.

j. Uphold these principles, ever conscious that public office is a public trust.

6. Should you have any questions concerning this subject please contact Captain Stuart Ewing at CAGNET 6-3402, DSN 466-3402 or (916) 854-3402.

FOR THE ADJUTANT GENERAL:

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