

Civilian Vignette 11 – Social Media

Topic: Bystander Intervention, Sexual Harassment

Situation: Social Media

Jesse, a DA Civilian, is a friendly person and is on various social media platforms. Jesse makes posts that are relevant to many diverse interests and many diverse friend groups and makes posts during off-duty time. One night, Jesse reposts multiple items. One of the reposted items was a sexual ranking list where Jesse placed the name of a newer co-worker. Though Jesse and the co-worker do not follow each other's social media accounts, other co-workers see the post and share it with the new co-worker.

Discussion Questions:

1. What did you notice was happening in this vignette?
2. What is your reaction to what is happening here?
3. Can Jesse be held responsible for what was posted on personal social media platforms while not at work?
4. If confronted with a similar situation, what would you do?
5. What Army values have been violated and how could you use the Army Values to address/intervene in this situation?
6. What is the responsibility of those who know of inappropriate conduct?

Solution:

The Command has a responsibility to ensure good order and discipline. Jesse could be called in and asked to explain the post. Even though Jesse was "off the clock" when the posts were made, Civilians still represent the agency "off the clock". The social media policy does apply to DA Civilians, as well as Soldiers. Soldiers and DA Civilians are expected to adhere to AR 600-52, Army Command Policy, and the Army's Online Conduct Policy, which together state that harassment, bullying, hazing, stalking, discrimination, retaliation, or any other type of misconduct are contrary to Army Values.