



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 3D CAVALRY REGIMENT  
9001 BATTALION AVENUE  
FORT CAVAZOS, TX 76544



AFZC-RCO

25 MAY 23

## MEMORANDUM FOR RECORD

SUBJECT: Prevention of Reprisal

1. This memorandum addresses the subject of acts of reprisal that may involve you, in your current capacity as a complainant, subject, or witness of an official investigation. You are being counseled concerning your rights and responsibilities for acts of reprisal that may result from your participation in the current investigation.

2. Your options if you have experienced acts of reprisal:

a. I strive to maintain a climate where all Troopers feel safe bringing complaints or issues to their chain of command and trust that their chain of command will promptly, fairly, and confidentially address their concerns. I will hold all leaders accountable to protect Troopers and maintain sensitive information in proper channels concerning your reports.

b. If your immediate command team had an opportunity to resolve your concerns at their level and does not, please bring the issue to me or the RCSM in person or call us at 254-553-3526 (RCO) or 254-287-0598 (RCSM).

c. Troopers are also entitled to utilize resources outside of the chain of command if they believe it is necessary. For example, Troopers may contact the Office of the Inspector General. The III Corps IG office can be reached at (254) 287-7209. Contact information for the DoD IG is found in paragraph 3.

d. Most importantly, if you believe that you have been the victim of reprisal or retaliation, I strongly encourage you to report it so the chain of command can address it immediately.

3. Your rights if you have experienced acts of reprisal:

a. If you do not feel comfortable bringing your concerns to me, DoD policy provides a separate reporting mechanism. DoD Directive 7050.6 prohibits Department of the Army personnel from taking acts of reprisal against any Trooper for filing a complaint of unlawful discrimination or sexual harassment. Specifically:

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b. No person shall restrict a member of the Armed Services from making a protected communication with a member of Congress; an Inspector General; a member of a DoD audit, inspection, investigation or law enforcement organization; or any other person or organization (including any person in the chain of command) designated under this regulation or other administrative procedures to receive such communication. Troopers shall be free from reprisal for making or preparing a protected communication.

c. No employee or Trooper may take or threaten to take an unfavorable personnel action, or to withhold or threaten to withhold a favorable personnel action, in reprisal against any Trooper for making or preparing a protected communication.

d. The chain of command shall ensure complainants are protected from reprisal or retaliation for filing unlawful discrimination or harassment complaints. Should Troopers be threatened with such an act, or should an act of reprisal occur, they must report these circumstances to the DoD Inspector General. If the allegation of reprisal is made known to any agency authorized in AR 600-20 to receive complaints, the agency should refer the complaint to the DoD Inspector General. It is strongly encouraged to simultaneously report such threats or acts of reprisal to the appropriate chain of command. The DoD IG Hotline number is 1(800) 424-9098 or DSN 664-8799, and may be used to report threats or acts of reprisal.

4. The chain of command supports a thorough, expeditious, and unbiased investigation into these allegations as necessary to resolve this complaint. You are reminded of the necessity of treating all parties in a professional manner both during and following the conduct of this investigation.

5. You are advised that any acts of reprisal taken by or against you as a result of this investigation may result in administrative actions and/or punishment under the UCMJ.

6. Point of contact for this memorandum is the Regimental Judge Advocate at (254) 286-6972.

  
JEFFREY J. BARTA  
COL, AR  
Commanding  
