



DEPARTMENT OF THE ARMY
HEADQUARTERS, 3RD INFANTRY DIVISION
BOLESŁAWIEC, POLAND
APO, AE 09008

AFZP-CG

FEB 09 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General (CG) Policy Letter #4: On-The-Spot Corrections

1. Reference.

- a. Army Regulation 600-20 (Army Command Policy), 24 July 2020
- b. Army Regulation 600-100 (Army Profession and Leadership Policy), 5 April 2017
- c. The Blue Book, Standards of the 3d Infantry Division, Fort Stewart, HAAF, and WAAF, 2 October 2023

2. Scope. This policy applies to all Soldiers supporting the 3d Infantry Division, Fort Stewart, Georgia, and Hunter Army Airfield, Georgia.

3. Purpose. The purpose of this policy is to emphasize my commitment to creating a culture of excellence through empowering Leaders at all levels.

4. Forging a dedicated, fighting force starts by maintaining standards, regardless of how small they may seem. Standards are the bedrock of our force. To that end, I expect Leaders at all echelons to issue on-the-spot corrections for minor deficiencies to all Soldiers while assigned for duty within the 3d Infantry Division. On-the-spot corrections must be done respectfully and be deliberately focused on helping the Soldier overcome their minor deficiencies while not violating lawful regulations as well as Sexual Harassment and Equal Opportunity policy and guidelines.

5. To ensure this policy is properly executed by Leaders at all echelons, I expect Leaders to educate themselves on current Army and 3ID standards and governing regulations for grooming, wearing of uniform, military customs and courtesies, 3ID Blue Book standards, and the appropriate means and methods of issuing on-the-spot corrections. Leaders are required to have in their possession, while on duty, a copy of the current 3ID Blue Book. This can be hard copy or a previously downloaded version available on the Fort Stewart homepage at <https://home.army.mil/stewart/>.

6. To ensure Leaders have the space and freedom to make on-the-spot corrections, I am withholding to my level all investigations and initial disposition of all allegations of misconduct against a Leader while they are making an on-the-spot correction. This includes, but is not limited to, the following:

a. Where an allegation against a Leader making an on-the-spot correction is made to the Command, I withhold the initiation, approval, and initial disposition of all command-directed investigations normally referenced as commander's inquiries, Rules for Courts-Martial 303 investigations, or Army Regulation 15-6 investigations.

b. Where an allegation against a Leader making an on-the-spot correction is made to the Office of the Inspector General, I withhold at my level the initiation, approval, and initial disposition of such allegations.

c. Where an allegation against a Leader making an on-the-spot correction falls into the purview of military law enforcement, I withhold at my level initial disposition of such allegations once military law enforcement has completed their investigation.

d. Where an allegation against a Leader making an on-the-spot correction results in an informal or formal Sexual Harassment complaint, I withhold at my level the initiation, approval, and initial disposition of such allegations. The appeal authority for these matters will be XVIII Airborne Corps.

e. Where an allegation against a Leader making an on-the-spot correction results in an Equal Opportunity complaint, I withhold at my level the initiation, approval, and initial disposition of such allegations. The appeal authority for these matters will be XVIII Airborne Corps.

7. Nothing in this policy prevents any subordinate from preferring charges. By withholding initial disposition authority, I have withheld the authority to determine what action is appropriate, to include whether further action is warranted, and if so, whether the matter should be resolved with no action taken or by court-martial (through my referral of charges), nonjudicial punishment, or final adverse administrative action.

8. Leaders will notify me directly if they believe that they, or another Leader, has been targeted or dealt with unfavorably as a result of issuing a good faith on-the-spot correction through my hotline at: usarmy.stewart.3-id.mbx.cg-hotline@army.mil.

9. It is the duty of Leaders to maintain and enforce the standards and expectations of an organization. Failure by a Leader to make an appropriate on-the-spot correction can be both a dereliction of duty and a violation of UCMJ Article 92, both of which could result in adverse administrative and/or punitive action.

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10. Expiration Date. This policy is effective immediately and will remain in effect until suspended, revoked, or superseded.

11. The point of contact for this memorandum is the Secretary of the General Staff, 3ID at (912) 435-9970.



CHRISTOPHER R. NORRIE
Major General, USA
Commanding

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1st Armored Brigade Combat Team, 3d Infantry Division
2d Armored Brigade Combat Team, 3d Infantry Division
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3d Sustainment Brigade, 3d Infantry Division
3d Combat Aviation Brigade, 3d Infantry Division
All tenant units and organizations on Fort Stewart
All tenant units and organizations on Hunter Army Airfield