



Kansas National Guard Inspector General Overview



New Hire In-Processing



Overview



- Role of the IG
- IG Core Functions
 - Inspections
 - Assistance
 - Investigations
 - Teaching and Training
- Reprisal and Restriction
- Your Rights
- Things to Remember



Role of the IG

- IG works directly for the TAG
- Fair and impartial fact-finder
- High degree of independence
- No directive authority outside the IG system
- Has access to all needed materials and records

Purpose of the IG is to increase readiness and effectiveness



Core Functions

KSARNG

KSANG

**Confidentiality
is intended but
cannot be
guaranteed**

**10%
INSPECTIONS**

**80%
INSPECTIONS**

**TEACHING
AND
TRAINING**

**TEACHING
AND
TRAINING**

**80%
ASSISTANCE**

**15%
ASSISTANCE**

**10%
INVESTIGATIONS**

**5%
INVESTIGATIONS**

Increase Readiness and Warfighting Capability



Inspections

An Inspection is an evaluation that measures performance against a standard and should identify the cause of any deviation. All inspections start with compliance against a standard.

A standard is the way things should be.

Why do Inspections?

- Provide feedback to Commanders so that they can make decisions to improve the command.
- Proactively resolves issues that affect unit readiness and warfighting capability.
- Promotes and reinforces good performance and best practices.
- Underscores leadership priorities.

Principles of Inspections:

Purposeful • Instructive • Coordinated
Followed up • Focused on Feedback



Assistance



IG Responsibilities:

- Render assistance
- Help Commanders correct injustices
- Eliminate conditions detrimental to the efficiency or reputation of the Kansas National Guard
- Record and analyze data for corrective action
- Report on the status of the Kansas National Guard



Who can submit an DA Form 1559/AF102?



ANYONE Can Contact the IG!

- Soldiers (Active, USAR & NG)
- Airmen
- Anonymous
- Department of Army Civilians
- Family Members
- Retirees / Veterans
- Commanders

- Other Services
- Government Agencies
- Civilian – Civilians
- Media
- Contractors
- Third Parties
- Foreign Nationals

And Referrals are received from:

- Other IGs
- Governor's Office
- Congress
- White House



Intakes

- **Initial questions that are asked of everyone:**
 - What do you want the IG to do for you?
 - Do you have any supporting documentation?
 - Are there any other avenues of redress?
 - Have you requested assistance from any other source or agency?
 - Have you given your Chain of Command an opportunity to address the problem?
 - What is your status?

Enable commanders to become better commanders by giving them opportunities to fix problems.

Why do we ask this?



Status

AGR

Title 32
Technician

Title 5
Technician

Traditional/
MDAY

Title 10

Army

Air

Civilian



IG Appropriateness

- The issue may be more appropriate for:
 - Chain of Command
 - Other Agencies (EO, Labor Relations)
 - Other IGs
- **IG will still follow-up to ensure resolution**

Issues Not Appropriate for IG

- Correction of Military Records
- Appeal of EPR/OPR
- EEO/MEO Matters
- UCMJ Punishment
- Technician Grievances
- Administrative Separations

IG Appropriate Issues

- Reprisal/Restriction
- Abuse of Authority
- *Inappropriate Mental Health Eval*
- Allegations of Injustice
- Violations of Law or Directives
- Gross Mismanagement
- Gross Waste of Funds
- Substantial Danger to Public Health and Safety



Investigations

IG Investigations:

- To resolve allegations of impropriety
- Fair and impartial fact-finding process
 - Finders of the **“TRUTH”**...
- Focused on Army Values & US Air Force Core Values
- Protect the best interests of the Kansas National Guard
- Based on preponderance of evidence
- Either Substantiated or Not Substantiated
- Concerned with Confidentiality
 - We will protect but **“cannot guarantee”** confidentiality

AR 20-1 Policy Change substantially changes the way investigations are handled. Investigations are referred to Command, IG ensures all questions are answered.



Teach & Train

- Local company commander and 1SG courses
- Officer and NCO Professional Development Programs
- Newcomer / in-processing briefings
- Post change-of-command office calls
- Pre-command courses
- Local and unit newsletters
- Theater orientation programs
- Opportunities during investigations and inspections



Whistleblower Reprisal



Military Whistleblower Protection Act Title 10, United States Code, Section 1034

The taking (or threat of taking) of an “unfavorable” personnel action or the withholding (or threat to withhold) a favorable personnel action because the member made, or was thought to have made, a protected communication.

Restriction

No person shall “restrict” a member of the Armed Forces from making lawful communications to a Member of Congress or an IG.

If you are in the field the command is not going to stop everything to get you back to the IG.
You may have to wait a day or two.



Tips for Success

Be sure you have a problem...not just a peeve.

Give your Chain of Command the opportunity to solve the problem.

If IG assistance is needed, contact your local IG first.

Be honest and don't provide misleading information.

Keep in mind the IGs are not policy makers.

Keep in mind that IGs can only recommend – they cannot order a resolution.

Remember IGs can only resolve a case on the basis of fact.

Be patient, thorough processes can take time.

Be prepared to take NO for a resolution answer.



IG Contacts

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Questions