SECRETARY OF THE ARMY
WASHINGTON

05 APR 2005

MEMORANDUM FOR ALL ARMY PERSONNEL

SUBJECT: COMMITMENT TO FEDERAL ETHICS STANDARDS

This memorandum directs every Soldier and Army civilian employee to review the attached by June 30, 2005: (1) Federal Oath of Office (5 USCS § 3331); (2) the U.S. Army Statutory Requirement of Exemplary Conduct (10 USCS § 3583); and (3) the Principles of Ethical Conduct for Government Officers and Employees (E.O. 12731, 55 FR 42547). Each of us should consciously reaffirm our commitment to compliance with these and with all provisions of the Joint Ethics Regulation (DOD 5500.7-R, including changes 1-4) and to avoid even the slightest appearance of ethical compromise in the performance of our official duties.

Since 1775, Soldiers and Army civilian employees have risked their lives in places near and far, and have made daily sacrifices to protect and defend our way of life. No matter the particular risks and sacrifices demanded from any individual, all of us remain bound together in our mutual commitment to service. Proper regard for this mutual commitment calls each of us to understand and adhere to the highest standards of personal integrity and ethical conduct.

Truly ethical behavior flows from conscience, the will to do what is right and proper regardless of personal cost. In government, we aid the conscience by providing detailed standards of conduct - principles and rules to allay confusion that may arise in performance of our official duties in a large and complex institution. Accordingly, the President has directed our leaders to ensure that all personnel within our federal departments and agencies are familiar with, and faithfully observe, applicable ethics laws and regulations.

All who enter Federal service swear an oath of "true faith and allegiance" to our Constitution. The language of our oath has been designed and prescribed by statute to implicate both the character and purpose of the individual who affirms. For that reason, our oath must never be taken as a mere formality. This oath gives meaning to our collective mission and must be the conscious focus for all that we do. When we stray from this focus for personal gain, for expediency, or for any reason, we betray the trust of our countrymen and we betray ourselves.

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The Army has earned the enduring trust of the American people by our unwavering commitment to the faithful and honorable performance of our official duties. Any shadow of a fault diminishes this record and that of those who have gone before us. We must then, as the President has charged us, "always ask not only what is legal but ask also what is right." Our Army deserves nothing less.

Francis J. Harvey

Enclosures