

Image of the Armed Forces and its consequences for the functioning of Ombuds Institutions

Purpose: This panels seek to examine the role of the armed forces as a 'good' employer, as well as their institutional attractiveness and public perception.

These aspects will be discussed in close relation to their standing on matters of human rights and maladministration, and consequences for the role of the ombuds institution.

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Type of complaints institutions receive and investigate related to the armed forces as an employer

- United States Equal Employment Opportunity Commission (EEOC)
 - Discrimination at work based on race, color, religion, gender, national origin age (40 and older), or disability.
- United States Merit Systems Protection Board (MSPB)
 - Prohibited Personnel Practices
 - Merit System Principles
- 2013:
 - 7,077 cases filed through EEOC
 - EEOC obtained \$56M in monetary relief from victims in workforce
 - 27 cases filed through MSPB



Image of the armed forces; Mainstreaming gender in organisation, policies and operations

- In 2011, the Department of Defense repealed its “Don’t Ask, Don’t Tell” law which prohibited officials from asking about a service member’s sexual orientation.
- The repeal allows for openly gay service members to serve in the Department of Defense.
- Service members who are in relationships with same-sex partners are authorized housing, medical and dental, and command sponsorship; the same entitlements which have always been provided to married couples.
- Female Army Soldiers have until Dec 1, 2014 to volunteer to attend Ranger School. Only male service members have attended this School and will be the first time, if accepted, that a Female has attended the School.



Complaints related to recent reforms in the armed forces

- In 2015, an Army “Early separation board” will take place for Army Captains and Majors; enlisted Noncommissioned Officers face Qualitative Service Program screenings.
- Army currently at 490K personnel; striving for approximately 450K in 2015; and an end strength of 420K by 2016.
- Air Force cutting 18.7K personnel by 2016.
- The military will have to separate service members who have served honorably, deployed multiple times, and done all the right things.
- On 17 Oct 2014, the Dept of the Army authorized the temporary early retirement for Soldiers with less than 20 years of service (but more than 15 years) who were identified for Early separation” from the military.



Role of institutions to contribute to better image and standing of the armed forces in society as a good employer?

- Detractors: Sexual assault; sexual harassment
- Reasons for joining the military
 - Employment; financial security for family
 - Family tradition
 - Patriotism; national pride
 - Professional development; learning a trade for marketability in public sector
 - Monetary bonuses for higher-educational opportunities
- Opportunities after serving in the Armed Forces
 - Boots to Business
 - USA JOBS
- Public Affairs / Defense Media Agency

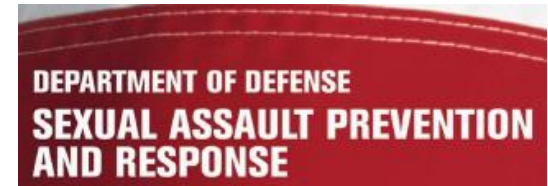


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Questions

Back-up slides

THE GOVERNMENT OF THE UNITED STATES

THE CONSTITUTION

LEGISLATIVE BRANCH

THE CONGRESS

SENATE HOUSE

ARCHITECT OF THE CAPITOL
UNITED STATES BOTANIC GARDEN
GOVERNMENT ACCOUNTABILITY OFFICE
GOVERNMENT PRINTING OFFICE
LIBRARY OF CONGRESS
CONGRESSIONAL BUDGET OFFICE

EXECUTIVE BRANCH

THE PRESIDENT

THE VICE PRESIDENT

EXECUTIVE OFFICE OF THE PRESIDENT

WHITE HOUSE OFFICE
OFFICE OF THE VICE PRESIDENT
COUNCIL OF ECONOMIC ADVISERS
COUNCIL ON ENVIRONMENTAL QUALITY
NATIONAL SECURITY COUNCIL
OFFICE OF ADMINISTRATION
OFFICE OF MANAGEMENT AND BUDGET
OFFICE OF NATIONAL DRUG CONTROL POLICY
OFFICE OF POLICY DEVELOPMENT
OFFICE OF SCIENCE AND TECHNOLOGY POLICY
OFFICE OF THE UNITED STATES
TRADE REPRESENTATIVE

JUDICIAL BRANCH

THE SUPREME COURT OF THE UNITED STATES

UNITED STATES COURTS OF APPEALS
UNITED STATES DISTRICT COURTS
TERRITORIAL COURTS
UNITED STATES COURT OF INTERNATIONAL TRADE
UNITED STATES COURT OF FEDERAL CLAIMS
UNITED STATES COURT OF APPEALS FOR THE ARMED FORCES
UNITED STATES TAX COURT
UNITED STATES COURT OF APPEALS FOR VETERANS CLAIMS
ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS
FEDERAL JUDICIAL CENTER
UNITED STATES SENTENCING COMMISSION

DEPARTMENT OF AGRICULTURE

DEPARTMENT OF COMMERCE

DEPARTMENT OF DEFENSE

DEPARTMENT OF EDUCATION

DEPARTMENT OF ENERGY

DEPARTMENT OF HEALTH AND HUMAN SERVICES

DEPARTMENT OF HOMELAND SECURITY

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

DEPARTMENT OF THE INTERIOR

DEPARTMENT OF JUSTICE

DEPARTMENT OF LABOR

DEPARTMENT OF STATE

DEPARTMENT OF TRANSPORTATION

DEPARTMENT OF THE TREASURY

DEPARTMENT OF VETERANS AFFAIRS



Department of Defense

Secretary of Defense
Deputy Secretary of Defense

