



Lesson Guide

Discipline, Non-Judicial Punishment, and the Uniform Code of Military Justice

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Purpose

This lesson guide is designed to support the local development of Flight Commander Leadership Course materials. Selected facilitators should use this guide as they prepare presentation materials. For more information on how lessons are structured, or how to use them in the course, see the **Course Director's Handbook** or online Facilitator Resources.

Scope

In any military organization, it is necessary to admonish certain behavior in order to maintain a certain level of military bearing and discipline. The framework of progressive discipline (from Letters of Counseling to a General Court-Martial) is designed to increase in severity in order to appropriately deal with the severity of a member's misconduct. It is important to know the available options and what actions are appropriate to deal with the misconduct.

As a Flight Commander, you are responsible for maintaining control of your team and reprimanding unacceptable behavior in an appropriate manner. To do this, you must know what the rights of the member are, what actions must be elevated above your level, and within what bounds you are authorized to act. It is also important to know what resources are available not only to you as the flight commander but also to the Airman or Guardian being reprimanded. In this way, your member's rights are preserved, and the situation can be handled in a reasonable, impartial, and lawful manner.

Recommended Objectives

By the end of this lesson, the participant should be able to:

1. Explain the purpose and role of the Military Justice System.
2. Describe the various steps of progressive discipline.
3. Discuss the resources available to aid all parties involved in an official disciplinary situation.

Recommended POC / Presenter

- Current or graduated commander, First Sergeant
- Legal professional (e.g., JAG)

Recommended Length:

- 30 minutes (inclusive of questions)

Recommended Approach

- Present informational slides with Q & A

Lesson Connections

- **Ethical Leadership**-the military justice system is established to restrain and respond to unethical behavior. Flight Commanders must understand how progressive discipline can support ethical leadership.
- **Conflict Management**-in certain instances, the resolution of conflict may entail disciplinary action. Proper administration of the Military Justice System can help mitigate potential conflict within a unit.
- **Feedback**-any disciplinary action must be documented and discussed during a feedback session. Proper feedback should obviate the need for disciplinary actions in many instances.
- **Base Support Agencies**-Flight Commanders should know which base support agency may be leveraged to support certain disciplinary actions (e.g., Legal, SARC, ADAPT).