

# MARION MILITARY INSTITUTE



## 2019-2020 HONOR AND RESPECT SYSTEM

# **HONOR & RESPECT SYSTEM**

## **TABLE OF CONTENTS**

**CHAPTER 1: THE HONOR CONCEPT**

**CHAPTER 2: HONOR COUNCIL**

**CHAPTER 3: HONOR REMEDIATION**

**CHAPTER 4: HONOR EDUCATION**

# CHAPTER 1: THE HONOR CONCEPT

**“A cadet will not lie, cheat, or steal.”**

*(or tolerate those who do)*

## 1. THE HONOR CONCEPT

MMI Cadets are persons of integrity; they strive to choose the harder right instead of the easier wrong and are never content with a half-truth when the whole can be won. To be a leader, one must be completely trustworthy, for leadership is built on trust, and trust is built on honor.

## 2. PURPOSE

The purpose of the Marion Military Institute Corps of Cadets is to develop leaders of exemplary character. The Corps' Honor Code is intended to foster a commitment to the moral and ethical excellence fundamental to that leadership development.

## 3. THE HONOR OATH

By taking the Honor Oath, Cadets accept the responsibility to live by and uphold the Honor Code and will be held accountable for violating any precepts of the Honor Code.

“I will embrace the ideals of truthfulness, fairness and respect for myself and others. Likewise, I resolve to do the right thing daily as a means to live an honorable life, (so help me God).”

## 4. GOALS OF THE CADET HONOR CODE

The goals of the Cadet Honor Code are that cadets:

- Learn and practice the essential leader responsibilities of establishing a healthy ethical climate within their organizations and lives.
- Develop an understanding of the importance of integrity as an essential aspect of leadership.
- Foster a desire to maintain an honorable lifestyle in the Spirit of the Code.
- Achieve the level of commitment to honorable conduct necessary to prepare them for greater challenges to their integrity throughout a lifetime of service.
- Develop the character required of those who voluntarily take full responsibility for their decision and actions.

- Be moral-ethical examples worthy of emulation.

## 5. PRECEPTS

- a. The Cadet Honor Code represents the minimum ethical standard to which all cadets are expected to adhere. The Corps operates under the assumption that those who enter it have already been instilled with a basic set of core values. It is expected that all cadets will strive to live far above the minimum ethical standard defined by the Cadet Honor Code, that each cadet will develop a high personal sense of honor within the Spirit of the Code, and that a cadet's statements and actions must always represent the complete truth and an adherence to the Spirit of the Honor code and not just the letter of the law.
- b. The code is expressed as a series of prohibitions: "A cadet will not lie, cheat or steal". It is a simple standard to live by, yet it demands strict compliance. Cadets should always be striving to achieve the highest standard of ethical performance. The essence of the code is that each cadet must commit themselves to a constant effort to live above the common level of life, far exceeding the minimum standard of ethical behavior.
- c. To ensure the minimum standard of the Cadet Honor Code is maintained, enforcement and education are integral parts of the Honor System. Together, these challenge the cadets to live above the Code and allow the Code to achieve its ultimate objective – ensuring that graduates of Marion Military Institute's Corps of Cadets are honorable women and men who are leaders of character.

## 6. THE SPIRIT OF THE HONOR CODE

- a. To understand the ideal that cadets should strive for, they must embrace the "Spirit of the Code". This spirit marks true leaders of character and goes beyond the simple adherence to rules. The Spirit of the Code comes from deep within truly honorable men and women through their expressed actions and demonstrated integrity. To those who accept and adhere to the Spirit of the Code, it is a way of life, not a laundry list of restrictions.
- b. Cadets of integrity strive to live by the Spirit of the Code. For any action, they will always ask themselves if it is the right thing to do.
- c. This concept embodies the meaning of each of the tenets of the Code itself:
  - i. The Spirit of the Code embraces *truthfulness* in all its aspects. Cadets tell the truth and ensure the full truth is known. Cadets do not lie.
  - ii. The Spirit of the Code calls for complete *fairness* in all relationships. Cadets ensure that work submitted as their own is their own, and that assistance received from any other source is authorized and properly documented. Cadets do not cheat.

- iii. The Spirit of the Code requires *respect* for other people and their property. Cadets do not steal.
- iv. The Spirit of the Code demands that ethical standards and personal commitments be maintained at all times to ensure an ethical environment exists. Cadets *do not tolerate or promote violations of the Code*. A cadet's first loyalty is to maintaining the Honor Code, and this loyalty transcends unit, class or friendship.
- v. Cadets exemplify the Spirit of the Code by exceeding the minimum standards, holding the code as the standard to be maintained and not as a system of limitations or restrictions.

## 7. THE TENETS OF THE CODE

- a. *To violate the Honor Code, the accused cadet must have lied, cheated, stolen, attempted to do so, or tolerated such action on the part of another cadet.* These actions apply both on and off duty and are not constrained by any geographical or school boundaries. A cadet who truly embraces the Spirit of the Code will always maintain proper demeanor and professionalism. Intoxication or other outside influences are not excuses for unethical or dishonorable conduct or actions.
- b. **LYING.** Lying is making a false statement in any format (oral, written, or by gesture) with the intent to deceive or mislead. A cadet's word is a pledge that his/her statements are the truth without reservation. Oral or written reports, required within the context of cadet management and accountability, are official statements and must be complete and accurate. Lying includes employing technicalities, or making evasive or misleading statements to conceal guilt. Removing or altering official records is considered a form of lying under the Code. Other forms of lying may include obtaining leave authorization on false pretenses, signing out to a false location, knowingly signing in or out with an incorrect time, signing in for another cadet, or possession of false identification. It is possible to make a false statement in haste and without premeditation or thought. If a cadet makes such a statement, he/she must immediately correct the mistake. Such responses are considered "pop off" answers and, if immediately corrected, are normally excused. Likewise, reports or statements made in error and realized later to be false are excusable only if corrected in a timely manner upon realization of the error. To let a mistake go uncorrected is to allow a false statement to stand as the truth and is an honor violation.
- c. **CHEATING.** Cheating is attempting or aiding in the attempt to receive undeserved credit or to gain unfair advantage. It is to defraud or mislead. Any work done for a grade must be done without another person's help unless specifically authorized by the instructor. A cadet must never copy another cadet's work or compare answers during a graded exercise. Such exercises may include homework, laboratory reports, essays, or

any other oral or written work submitted for grade. Cheating is also having prior knowledge of examination questions by means not sanctioned by the instructor so as to give unwarranted advantage over other classmates. In writing essays and themes, it is often necessary to use the ideas and words of others. Plagiarism is the use of ideas or words of another as one's own without giving the original source of the idea or writing credit. The intent to deceive is assumed by the act of plagiarism and is a violation of the Code.

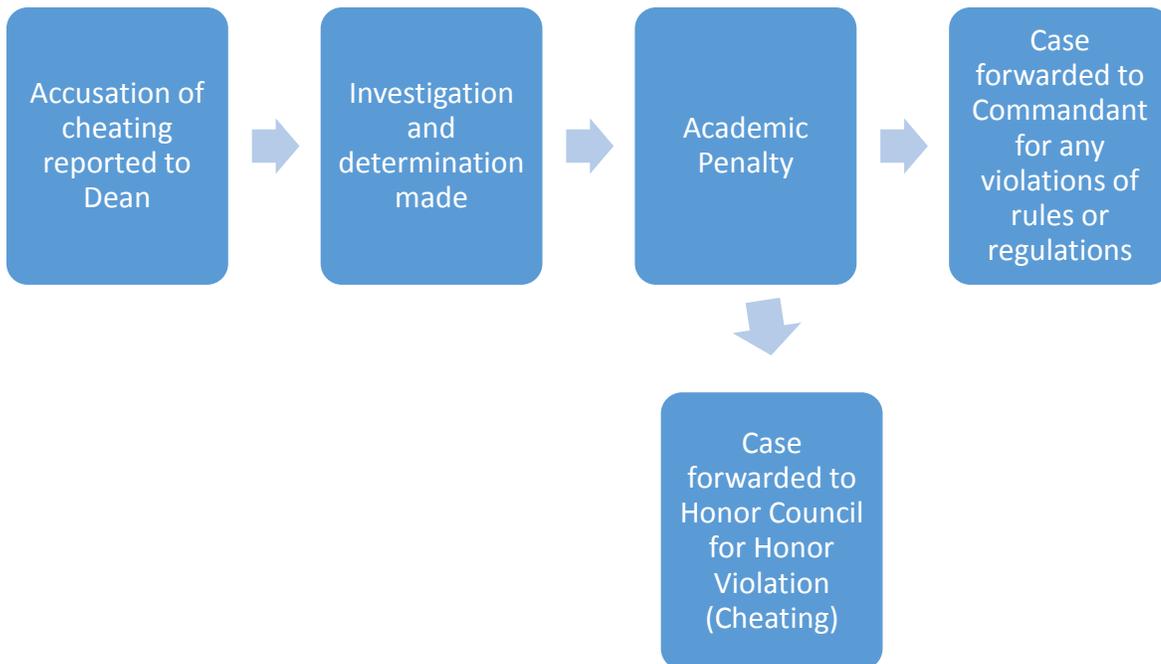
- d. **STEALING.** Stealing is the taking or wrongful possession of property without the knowledge or consent of the owner. Stealing involves the intent to permanently deprive the owner of his/her property. The intention to return property borrowed without the owner's knowledge is difficult to prove. Cadets are not to borrow items without permission of the owner. The unauthorized use of school or another's equipment such as telephones, copy machines, computers, or vehicles may be considered stealing.
  - e. **ETHIC OF NON-TOLERATION.** Cadets who observe a possible honor violation should approach the suspected violator and ask for an explanation. If it is determined a cadet may have committed a violation of the Honor Code, the incident should be reported to any Honor Council member for investigation. Cadets can also report suspected violations to the Honor Council Advisor, Commandant of Cadets and/or TACs.
  - f. **ENTRAPMENT AND SELF-INCRIMINATION.** No cadet or member of the MMI faculty or staff will employ the Honor Code in such a manner as to entrap or force a cadet into an admission of guilt. Cadets in doubt as to the interpretation of any specific requirement of the Honor Code or its application in a particular circumstance are to seek clarification from the Cadet Honor Council Advisor.
- 8. INTENT.** An important element of the Honor Code is intent. Cadets who violate the Honor Code have the necessary state of mind - the intent to deceive, the intent to gain unfair advantage, the intent to deprive, or the intent to wrongfully permit. If the intent to commit the act is present, then the fact that they may fail in their attempt does not exonerate them. The concept of intent is not meant to "narrow" the scope of an alleged honor violation, but instead to "expand" it to include consideration of how the act, successful or not, reveals intent to violate the code and gain an unfair advantage.
- 9. REGULATIONS AND HONOR.**
- a. Do not confuse the two separate and distinct standards comprised in the Honor Code and the MMI Corps of Cadets Rules and Regulations. The Honor Code represents the minimum ethical standard by which all cadets are expected to conduct themselves.

Regulations, on the other hand, are standards of conduct and discipline against which cadets are held responsible. Cadets should always maintain high standards, but violations of regulations are not necessarily violations of the Honor Code. Questions concerning any ambiguity should be addressed to the Company Honor Education Officer or any Honor Council Member.

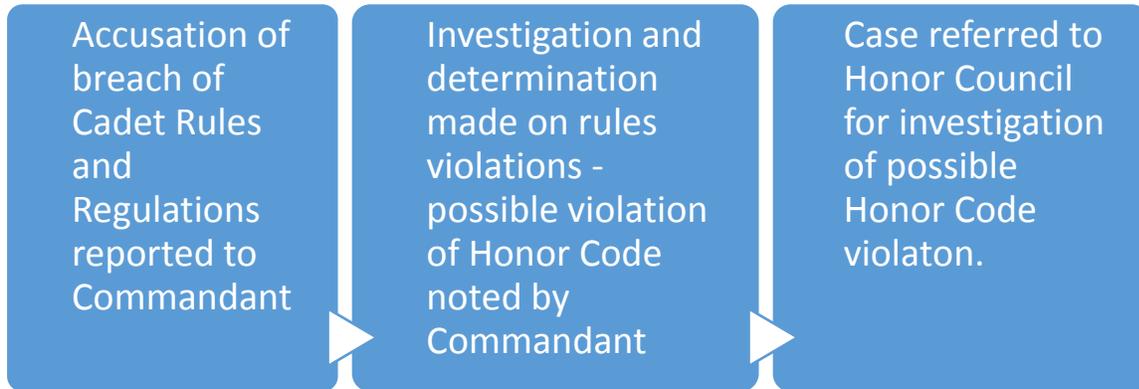
- b.** Cadets in leadership positions will refrain from using the Honor Code as a means to enforce or provoke violations of Cadet Rules and Regulations. This can be determined to be entrapment and an abuse and not admissible in Honor Court proceedings.

**10. HONOR CODE VIOLATIONS.** The Honor Council will ultimately investigate and, as necessary, prosecute all violations of the Honor Code with most cases following one of two paths: In cases of academic cheating the case will be referred first to the Chief Instructional Officer (Dean) for internal adjudication and any appropriate academic penalties. In cases concerning non-academic cheating, lying, stealing or non-toleration, the case will generally be referred to the Commandant of Cadets for appropriate disciplinary action based on violation of rules or regulations. The Honor Council may consider cases concurrently with the Dean or Commandant's processes or wait for their determination before continuing with the case. Time, availability of witnesses etc. will dictate the sequence of this procedure.

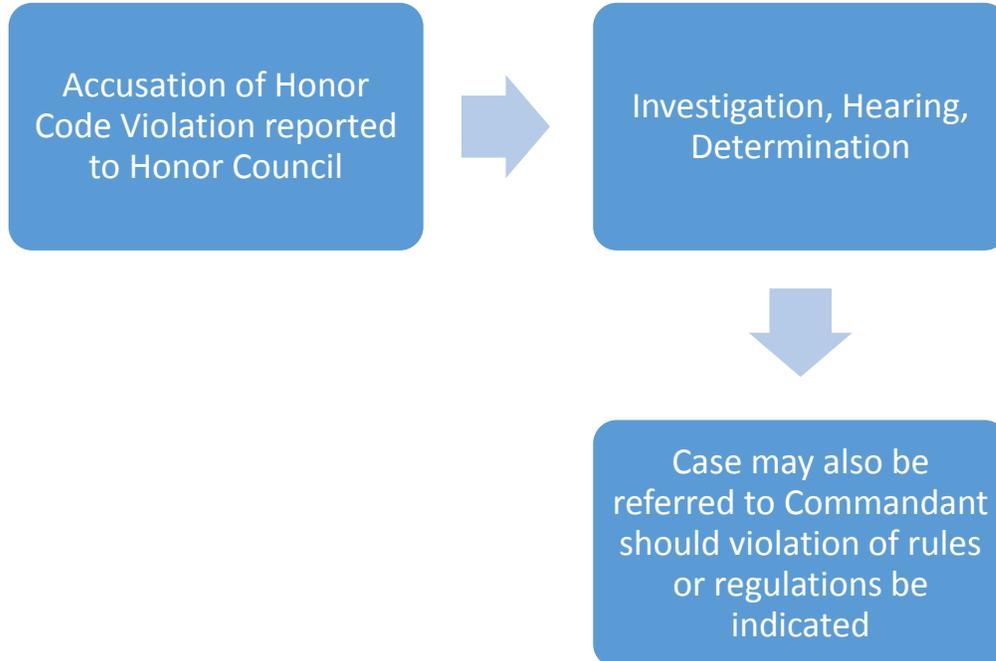
## CASES OF ACADEMIC CHEATING



## CASES ORIGINATING AS DISCIPLINARY ISSUES THAT INCLUDE POSSIBLE HONOR CODE VIOLATIONS



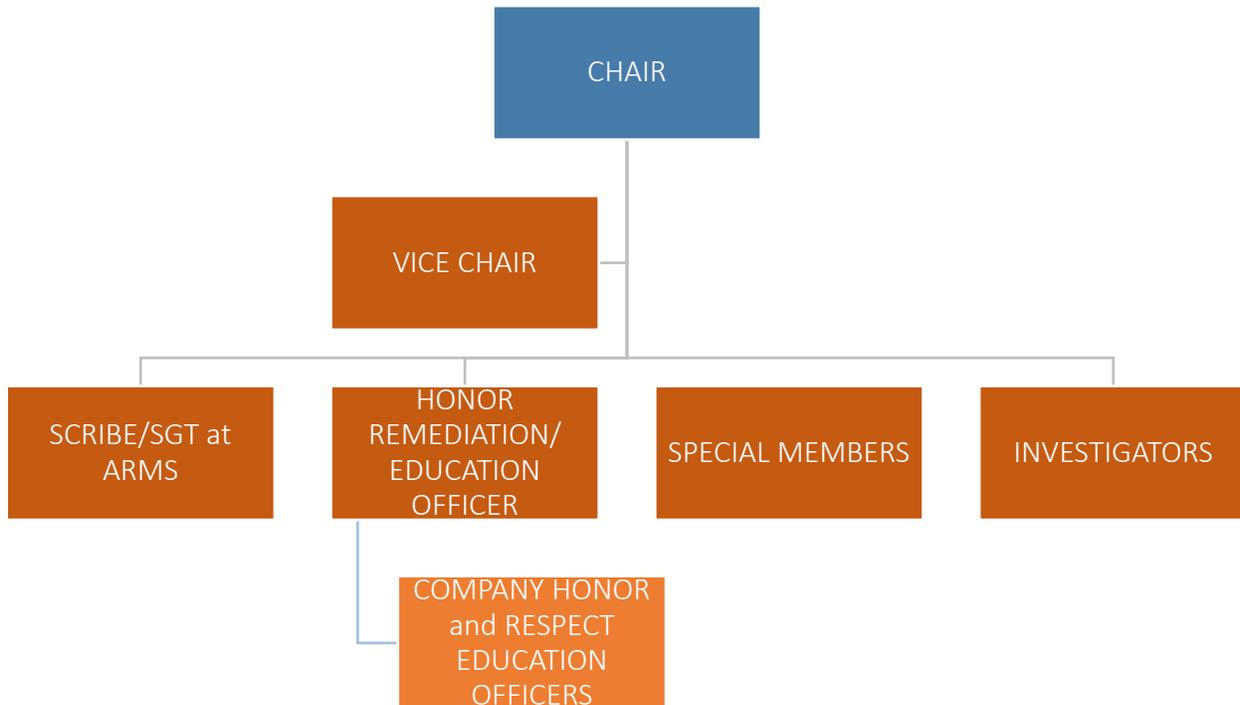
**CASES OF HONOR CODE VIOLATIONS REPORTED DIRECTLY TO THE HONOR COUNCIL**



**CHAPTER 2: THE CADET HONOR COUNCIL**

**MARION MILITARY INSTITUTE**

## HONOR COUNCIL



### 1. Duties and Responsibilities

**Chair.** Responsible for the conduct and functioning of the council in all matters. Direct liaison with the faculty advisor.

**Vice Chair.** Responsible to assist the Chair with all matters pertaining to the functioning of the council. Assumes duties as the Chair when required.

**Scribes/Sergeants at Arms.** Responsible for maintaining a written and/or recorded record of all council activities. Responsible for the secure and orderly conduct of honor council meetings and hearings.

**Cadet Honor Remediation/Education Officer.** Assists the Faculty Honor Remediation Officer and Staff Advisor. Responsible for the planning and conduct of the Honor Education Program in the Corps of Cadets.

**Company Honor Education Officers.** Company Honor Education representatives who assist the Cadet Honor Education Officer. Responsible for conducting honor education programs within their respective companies and serving as the first line for cadet inquiries on honor issues. They are non-voting members of the council.

**Investigators.** Responsible for conducting informal and formal investigations of reported honor violations.

**Special Members.** Corps Battalion Commander and Command Sergeant Major. Serve as non-voting members of the honor council to represent the interests of the cadets and overall Corps during honor council deliberations.

**Faculty Advisor.** Is appointed by the President of MMI. The advisor has no vote in Honor Council proceedings, but may be consulted at any time. The advisor or a faculty representative will be present at all proceedings to insure due-process. The advisor may take appropriate actions deemed necessary to ensure due-process rights are respected and the council follows appropriate procedures.

## 2. Vacancies

**Chair, Vice Chair, Scribe/Sergeant at Arms, Cadet Honor Remediation/Education Officer and Investigators.** Nominations/applications for these positions will be accepted from the Corps of Cadets at large. Nominations/applications will be screened/finalized by the Faculty Advisor before being voted on by the council members.

**Company Honor and Respect Education Officers.** These non-voting members will be selected in accordance with Chapter 4, para 5.b.

### General Eligibility Requirements.

- Members of the Honor Council must have a 2.5 GPA at MMI or their high school transcript if they are a C-1.
- Nominations/applications will be screened by the faculty advisor for satisfactory academic and disciplinary standing at MMI.
- A previous finding of guilty for any Honor Code violation excludes the Cadet from consideration.

**Dismissals from the Honor Council.** Council members may be dismissed or suspended from the council for poor academic or disciplinary records, Honor Code violations, or unsatisfactory performance on the council. Suspension decisions will be made by the faculty advisor in consultation with the Commandant of Cadets. Dismissal proceedings require a 2/3's vote from the council members and will be approved/disapproved by the faculty advisor in consultation with the Commandant of Cadets.

## 3. Honor Court Procedures – Pre-Hearing

This section defines the Honor Court procedures for the Marion Military Institute (MMI) Corps of Cadets. Any changes to procedure or process must be approved by the Honor Council Chair and Faculty Advisor.

*Officers of the Honor Court.* The voting officers of the Honor Council shall also be the officers of the Honor Court. Each officer shall perform the respective court duties prescribed in this manual.

*Order of Pre-Hearing Procedures.* Pre-trial procedures shall be followed in the chronological order outlined in the succeeding paragraphs.

*Reporting a Violation.* Cadets who know, or believe they know, of a violation of the Honor Code will report the violation in person immediately to their Company Honor Education Officer, any Honor Council member or a staff/faculty member. Any cadet who has unintentionally violated the Honor Code must report this to their Company Honor Education Officer immediately upon discovery of the violation. (Staff and faculty members will report Honor Code violations to the Honor Council Faculty Advisor).

*Action by the Recipient of the Reported Violation.* The Honor Council member who receives the report will make every effort to ensure that they collect all immediately available evidence, to include written statements, names of witnesses and physical evidence where pertinent. The Honor Council member will present this information immediately to the Honor Council Chair who will consult with the faculty advisor. If both determine that the evidence warrants further action the Honor Council Chair will assign a minimum of two investigators to the case and set deadlines for reporting back to the council with their initial findings.

*Action by the Investigating Officers.* The Investigating Officers will immediately inform the accused of the purported violation and advise the accused of their rights as stated in the Cadet Manual. They will also inform the accused of the timeline of the investigation and be given an opportunity to make a formal statement. The investigators will present their preliminary findings to the Honor Council who will vote to: 1) bring the accused to a hearing to face the charges, 2) offer the accused a remediation program, 3) refer the case back to the investigating officers for further investigation, or 4) drop the charges.

#### **4. Honor Court Procedures – Hearing**

*Notification and Preparation.* The Chair will appoint two honor council members as Escorts. The Escorts will inform the accused cadet that a formal hearing will be conducted. They will provide the accused with written notification which will include the date, time and place of the hearing, the prescribed uniform and the accused's rights during conduct of the hearing. The accused will be given a minimum of two days to prepare for the hearing.

*Delays.* The faculty advisor can delay a hearing if it is determined that the accused had insufficient time to prepare or has an excused absence. However, the self-inflicted lack of preparation on the part of the accused is not sufficient grounds for a delay.

*Hearing.* The hearing will normally be held in the Honor Council Room. Escorts will be assigned to ensure the accused reports to the hearing at the right time, place and in proper uniform. The hearing will conform to the outline on the following page:

### HEARING PROCEEDURES

1. ALL HONOR COUNCIL MEMBERS WILL REPORT TO THE HEARING ROOM NLT 15 MINUTES PRIOR TO THE HEARING. ACCOUNTABILITY AND OTHER ADMINISTRATIVE ISSUES WILL BE CONCLUDED.
2. ESCORTS WILL ENSURE THE ACCUSED IS PRESENT.
3. THE SERGEANT AT ARMS WILL INSTRUCT THE ACCUSED TO ENTER THE HEARING ROOM AND REPORT TO THE CHAIR.
4. THE SCRIBE WILL READ THE CHARGES.
5. THE ACCUSED WILL HAVE AN OPPORTUNITY TO MAKE AN INITIAL STATEMENT.
6. THE ACCUSED CAN CALL AND EXAMINE DEFENSE WITNESSES. TRIAL COUNSEL WILL HAVE AN OPPORTUNITY TO CROSS EXAMINE.
7. TRIAL COUNSEL WILL CALL WITNESSES. THE ACCUSED WILL HAVE AN OPPORTUNITY TO CROSS EXAMINE
8. VOTING MEMBERS WILL HAVE AN OPPORTUNITY TO QUESTION THE ACCUSED.
9. THE ACCUSED WILL BE PROVIDED THE OPPORTUNITY TO MAKE CLOSING REMARKS.
10. THE SERGEANT AT ARMS WILL ESCORT THE ACCUSED TO THE WAITING AREA TO AWAIT THE COURTS DETERMINATION.
11. THE SERGEANT AT ARMS WILL DIRECT THE ACCUSED TO RETURN AND REPORT TO THE CHAIR TO RECEIVE THE DETERMINATION OF THE COURT.
12. THE CHAIR WILL READ THE DETERMINATION OF THE COURT, ADVISE THE ACCUSED THAT THE RECOMMENDATIONS WILL BE FORWARDED TO THE COMMANDANT FOR DICIPLINARY ACTION AND THAT THE ACCUSED HAS A RIGHT TO APPEAL.
13. THE SERGEANT AT ARMS WILL ESCORT THE ACCUSED FROM THE HEARING ROOM.

*Duties of Members of the Honor Court.* Voting members of the Honor Court hear the evidence and determine the guilt or innocence of the accused. Each member sitting on the court shall have an equal voice and vote with other members in deliberation upon and deciding all questions submitted to a vote or ballot. The Chair will have no greater rights in such matters than any other member. Members shall be dignified and attentive at all times. Members will be in the appropriate uniform and present a sharp, professional appearance. The Chair will only vote in case of a tie vote.

*Investigating Officers as Trial Council.* The investigating officers appointed to the case will serve as trial council. They shall prosecute the accused in the name of the Marion Military Institute Corps of Cadets. Other investigating officers can be appointed to assist as necessary.

*Voting.* Each voting member of the court present **MUST** vote on any question or determination taken by the court. No voting member may abstain from voting. A quorum of 8 voting members must be met to hold votes.

*Findings:*

- In assessing a specific act to determine whether it was a violation of the Honor Code, it must be determined that there is reason to believe the violation occurred with “**clear and convincing evidence.**” This means that the conclusion of guilt is not a guess, supposition or conjecture. This does not mean the court requires absolute certainty, just that proof exists that precludes every reasonable hypothesis except guilt.
- A guilty determination requires a finding of guilty by at least 50% +1 of voting members present. Findings will be limited to “guilty” or “not guilty”. The Chair will be responsible for counting the votes and announcing the verdict.
- In cases where the circumstances are considered sufficiently extenuating, the Court may consider offering remediation. The vote to recommend remediation will be conducted in the same manner as the previous paragraph except that the members will vote “remediation” or “no remediation”. The Chair will only vote in case of a tie.

*Announcing the Findings.* The Chair shall announce the findings of the Honor Court in closed session. Prior to such announcement the Chair will ensure that the following personnel are present: all voting members of the court who sat on the case, the trial counsels, the accused and their counsel, and the faculty advisor.

*Action in Case of Findings of Not Guilty.* If the accused is found “not guilty”, all records of the trial will be destroyed. Only the final determination decision will be kept for record.

*Action in Case of Findings of Guilty.* If the accused is found “guilty”, and no recommendation/offer of remediation is made, the Chair will advise the accused that the findings and recommendations will be forwarded to the Commandant for appropriate action and that their right to appeal is provided for in the Cadet Manual.

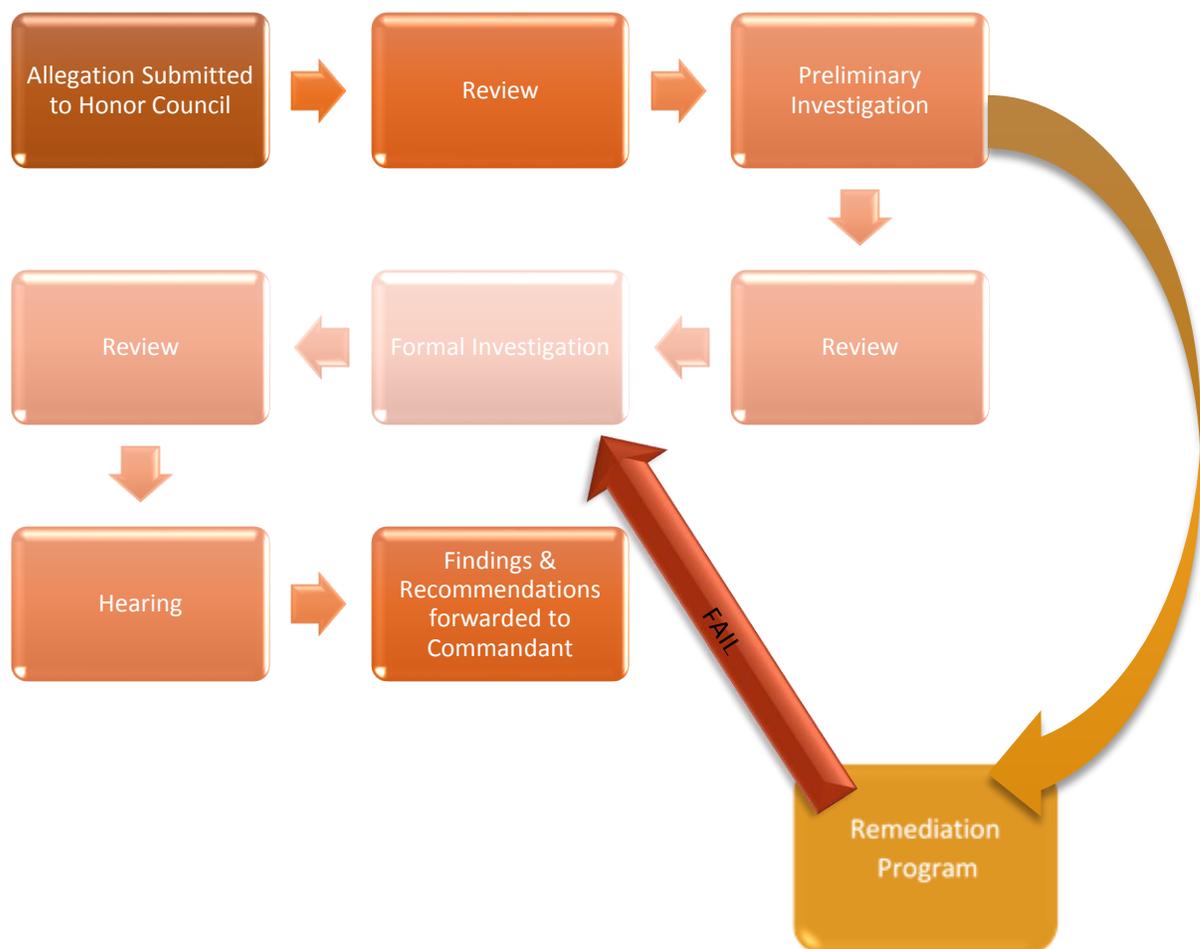
*Appeals:*

- a. Cadets who have a reason for requesting an appeal may petition the Commandant within five business days stating in the petition the grounds upon which they are basing their argument for redress.
- b. There are three possible grounds for appeal:
  - a. New evidence, available since the Honor Council hearing, which would indicate the findings of the Court are in error.
  - b. Evidence that the cadet's rights were not protected, jeopardizing the cadet's right to a fair and impartial investigation and hearing.
  - c. An error in the trial proceedings of such magnitude as to jeopardize the fairness of the hearing.
- c. The Commandant will issue further guidelines for the appeals process.

## CHAPTER 3: HONOR REMEDIATION

**1. HONOR REMEDIATION.** Honor remediation is a developmental program that focuses on the moral development of MMI cadets who have committed a dishonorable act but who the Honor Council deems, through mitigating circumstances, would benefit more from this program than to receive penalty hours, suspension or dismissal. The end-state is to have the cadet understand and confident they can “choose the harder right” on their own.

**2. REMEDIATION PROCESS.** After the Honor Council reviews an allegation of violation of the Honor Code, it may vote to offer the accused entry into a remediation program. The accused has the right to accept or refuse this offer. Entry into the program does not imply guilt or innocence. Upon successful completion of the program the accused’s case will be archived. Should the accused be brought up on an Honor violation after successful completion of the remediation program, the original case will be re-opened. Should the accused not complete the remediation program successfully, the Honor Council will proceed with the case on the original allegations.



**3. HONOR REMEDIATION PROGRAM.**

- a. The length of remediation is normally set at 4 weeks.
- b. The accused will sign a contract with the Faculty Honor Remediation Officer which outlines the accused's responsibilities during the remediation period.
- c. Honor Remediation will be successfully completed when the Faculty Honor Remediation Officer determines that the cadet has successfully met all requirements set forth in the contract and that the cadet has had no subsequent disciplinary or negative academic actions taken against him/her. The Remediation Officer will prepare a Completion of Honor Remediation Report and forward it to the Chair of the Honor Council.
- d. Honor Remediation may be terminated at any time during the four weeks if the Faculty Honor Remediation Officer determines the cadet has failed to meet any of the requirements, violated any sanctions, or committed honor or conduct infractions during the remediation period. The Remediation Officer will prepare a Failure of Honor Remediation Report and forward it to the Chair of the Honor Council. This report will clearly state the reasons supporting the decision to fail the cadet.
- e. On receipt of the Honor Remediation Report the Chair and Faculty Advisor will meet with a quorum of the Honor Council to consider the recommendations and vote on final disposition of the case.
- f. At a minimum, the Remediation Program includes weekly meetings with the Remediation Officer, daily written reflections, weekly informal interviews, weekly readings, and a written paper at the conclusion of the program.

**4. EARLY INTERVENTION (EI) HONOR REMEDIATION PROGRAM.**

- a. The purpose of the Early Intervention Honor Remediation Program is the same as the full remediation program, but is conducted at the Company level for cadets that commit minor Honor Code violations.
- a. The length of remediation is normally set at 2 weeks under the supervision of the Company Honor and Respect Education Officer (CHRO).
- b. The accused will sign a contract with the CHRO which outlines the accused's responsibilities during the remediation period.
- c. Honor Remediation will be successfully completed when the CHRO determines that the cadet has successfully met all requirements set forth in the contract and that the cadet has had no subsequent disciplinary or negative academic actions taken against him/her. The CHRO will prepare a Completion of Honor Remediation Report and forward it to the Chair of the Honor Council.
- d. Honor Remediation may be terminated at any time during the two weeks if the CHRO determines the cadet has failed to meet any of the requirements, violated any sanctions, or

committed honor or conduct infractions during the remediation period. The CHRO will prepare a Failure of Honor Remediation Report and forward it to the Chair of the Honor Council. This report will clearly state the reasons supporting the decision to fail the cadet.

e. On receipt of the Honor Remediation Report the Chair and Faculty Advisor will meet with a quorum of the Honor Council to consider the recommendations and vote on final disposition of the case.

f. At a minimum, the Remediation Program includes weekly meetings with the Remediation Officer, daily written reflections, weekly informal interviews, weekly readings, and a written paper at the conclusion of the program.

## CHAPTER 4: HONOR EDUCATION

1. **PURPOSE.** Before cadets can exercise stewardship of the Cadet Honor System and internalize the spirit of the Honor Code, they must understand the concepts that underlie them.

2. **OVERVIEW.** The Honor Education Program is a collaborative effort between the Center for Leadership, Commandant, Academic Dean and Athletic Director. The Honor Education Program provides the conceptual and inspirational content to support the individual and collective development of Cadets into leaders of character. This program is encompassing the professional and ethical standards of behavior for Marion Military Institute. MMI cadets put these standards into practice through their participation in MMI's academic, military and physical programs.

3. **GOAL.** The Honor Education System has a progressive set of goals that lead to the internalizing of the spirit of the Honor Code. The goal of the Honor Education Program is to ensure that first year cadets *understand* the spirit of the Honor Code, the core values of MMI and the need for respectful treatment of others. We expect our second year cadets to *internalize and advocate* the spirit of the Honor Code, the core values of MMI, the need for respectful treatment of others and to lead the character development of the first year cadets.

### 4. ROLES:

- a. **Faculty and Staff.** All faculty and staff of MMI are expected to model the basic tenants of honor and respect.
- b. **Tactical Officers.** Tactical Officers are the first line role models of good character and honorable living. TACs are responsible for overseeing and mentoring the Company Honor and Respect Education Officers and chain of command in the conduct of their training.
- c. **Company Honor and Respect Education Officers.** Working with cadet company leadership and the TAC, CHRO's are responsible for conducting honor and respect training at the company level, answering questions related to MMI's honor and respect program and receiving reports of violations of the MMI honor and respect program. *CHROs, along with Cadet Chaplains, serve as "ombudsmen" and are not honor bound to report honor violations that are discussed with them in confidence. They will provide confidential support and council to cadets seeking to make the right moral/ethical decision. Confidentiality does NOT apply to reports of Title IX violations.*
- d. **Honor Council Education and Remediation Officer (HERO).** This officer is responsible to the Honor Council for the development and conduct of the MMI Honor and Respect Education Program.
- e. **C1s.** First year cadets are expected to learn the principles of good character and live up to MMI standards at all times and in all environments.

- f. **C2s.** Second year cadets, as Cadet leaders, are expected to be examples of good character, develop and execute character development training plans and to assess the development of cadets in their companies.

## 5. SELECTION:

- a. **Honor Council Education and Remediation Officer.** Criteria for selection as stated in Chapter 2, Section 1.
- b. **Company Honor and Respect Officers.** CHROs are selected by their Company Chain of Command based upon the following criteria:
  - i. Must maintain a 2.5 GPA or higher.
  - ii. Not already a member of the Honor Council or in the Cadet Headquarters.
  - iii. Not in a leadership position above Platoon Sergeant. (Will be appointed a C/Sergeant if not already occupying a higher position).
  - iv. TAC concurrence.

## 6. HONOR EDUCATION RESPONSIBILITIES:

- a. **Honor Council Education and Remediation Officer.**
  - i. Manages the Honor Education Program
  - ii. Oversees the development and conduct of monthly company honor education classes.
  - iii. Assists the Company Honor Education Officers in developing monthly training scenarios.
  - iv. Ensures that companies have sufficient Honor Council mentors to run monthly dilemma discussion groups.
  - v. Reports results of company training monthly to the Honor Council.
  - vi. Assists and oversees Company Honor and Respect Officers in the maintenance of the Honor and Respect portion of Company Bulletin Boards.
- b. **Company Honor and Respect Officers.**
  - i. Manages, in conjunction with Company chain of command and TAC, the company level honor education program.
  - ii. Assists in developing tailored dilemma discussion group (DDG) scenarios tailored to the specific nature of the company.
  - iii. With support of the Honor Education and Remediation Officer, ensures that sufficient Honor Council mentors are used in the conduct of company level DDGs.
  - iv. Maintains an Honor and Respect section of the Company Bulletin Board which will include, at a minimum, honor violation reporting procedures and current honor council hearing results.
  - v. Serves as an ombudsman for the Company on honor and respect issues.

- vi. Provides advice, council and support to Cadets who are facing an ethical/moral challenge.
- vii. Is not duty bound to report Honor Code violations that are reported in confidence, but will make every effort to support cadets in “doing the right thing” and to “make the right decision”.

## 7. COMPANY LEVEL MONTHLY HONOR AND RESPECT EDUCATION.

- a. **Dilemma Discussion Groups.** *CHROs*, in conjunction with the *HERO*, will develop tailored DDG scenarios to address current/ongoing honor and respect issues within their companies. DDGs will be conducted by the company leadership once a month and overseen by the Company TAC. Companies may tailor their training as they deem most effective (run DDG by squad or platoon, divide DDG between C1 and C2...). The *HERO* will assist the DDG in ensuring that sufficient Honor Council members are available as facilitators/mentors and that training meets the requirements of the Honor Council.
- b. **Company Bulletin Boards.** A section of each Company Bulletin Board will be dedicated to Honor and Respect Education. At a minimum this section will include honor violation reporting procedures and monthly recaps of Honor Court decisions (provided by the *HERO*). *CROWs* may add additional material which advances honor and respect training as they see fit.