

SUBJECT: Rights and Duties of Civilian Employees
to Present Complaints or to Report Instances of
Wrongdoing

TO: Chief of Staff

FROM: Consultant

DATE: 13 May 1952 COMMENT NO. 2

1. After discussing this with Col. Crane, and gaining an understanding of the types of complaints involved, I disagree with the AFSA Inspector's point of view.

2. An employee who wishes to complain about conduct or conditions affecting him personally, for example, what he regards as being unfair treatment accorded him by his immediate supervisor, should go through command channels; but an employee who notes dishonesty, fraud, unfair practices affecting government operations should not only have the right to by-pass command channels and go directly to the Inspector but would do well to by-pass them.

WILLIAM F. FRIEDMAN
Consultant

DISPOSITION FORM

FILE NO.

SUBJECT **Rights and Duties of Civilian Employees to Present
Complaints or to Report Instances of Wrongdoing**TO **Chief, P & P Div**

FROM

Chief of Staff

DATE

8 May 52

COMMENT NO. 1

Chief, Office of Operations**Chief, Office of COMSEC****Chief, Office of R&D****Comptroller****Consultant**

1. The Dept of Army provides, in its personnel administration, the opportunity to all civilian employees to register complaints, other than those relating exclusively to Civil Service employment, to an Inspector General.

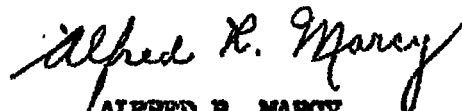
2. In AFSA, Personnel Division Chief feels that a similar opportunity should be afforded civilian employees because, in the final analysis, they are Dept of Army employees.

3. The AFSA Inspector disagrees with this view and argues that such complaints should logically be made in "command" channels.

4. The latter viewpoint, while perhaps technically correct, does not provide a ready solution to the employee who wishes to complain about his immediate supervisor. There are two important points to consider as follows:

- a. If an employee has no channel for complaint against a supervisor except through that supervisor, the complaint will probably never be made and bitterness and brooding are developed in the individual, and in the case of an unfair supervisor, uninvestigated continuation of his unfair tactics may result.
- b. Where a channel is provided whereby an employee can, in effect, go "over the head" of his supervisor, it must be carefully controlled to prevent a feeling of lack of authority on the part of the supervisor, loss of prestige, and a general breakdown of the supervisor system.

5. Before establishing a policy of procedure in such cases, I should like to have your comments.



ALFRED R. MARCY
Colonel, Signal Corps
Chief of Staff