



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE INSPECTOR GENERAL**  
1700 ARMY PENTAGON  
WASHINGTON DC 20310-1700

**US ARMY INSPECTOR GENERAL AGENCY**  
**REPORT OF INVESTIGATION (ROI)**  
**(DCATS 20210729-072414-CASE-01)**  
**(Case 21-00006)**

**NAME / POSITION:** Major General (MG) Patrick J. Donahoe,  
Commanding General (CG), Maneuver Center of Excellence (MCoE) and  
Fort Benning, GA

**ALLEGATION / FINDING #1:** The allegation that MG Donahoe failed to display Army values and core leader competencies on social media in violation of Army Regulation (AR) 600-100, (Army Profession and Leadership Policy), paragraph 1-11; AR 600-20, (Army Command Policy), paragraph 4-19; AR 360-1, (The Army Public Affairs Program), paragraph 8-6; and/or Training and Doctrine Command (TRADOC) Regulation 350-36,( Basic Officer Leader Training Policies and Administration) paragraph 3-1d.(1), was substantiated.

(b)(6); (b)(7)(C)

**BACKGROUND:**

1. MG Donahoe assumed command of the MCoE, and Fort Benning on 17 July 2020. His predecessor, (b)(6); (b)(7)(C), had selected (b)(6); (b)(7)(C) as the Chief of Staff (CoS), MCoE, on 15 June 2020, a month before MG Donahoe took command.

2. On 13 December 2020, (b)(6); (b)(7)(C) submitted a (b)(6); (b)(7)(C) complaint (b)(6); (b)(7)(C) (b)(6); (b)(7)(C) to the MCoE Inspector General (IG). He alleged MG Donahoe was (b)(6); (b)(7)(C) (b)(6); (b)(7)(C). The IG forwarded (b)(6); (b)(7)(C) complaint to Department of the Army Inspector General Investigations Division (DAIG-IN) on 14 December 2020. DAIG interviewed (b)(6); (b)(7)(C) on 14 January 2021.

(b)(6); (b)(7)(C)

SAIG-IN (21-00006)

(b)(6); (b)(7)(C)

5. On 10 March 2021, before DAIG formally closed DIG 21-40339, MG Donahoe garnered the attention of Senator Ted Cruz when he engaged Fox News Host, Tucker Carlson on Twitter about women in combat service roles. On 14 March 2021, Senator Cruz sent the Secretary of Defense (SECDEF) a letter, which specified, "the Commanding General of the U.S. Army Maneuver Center of Excellence" as one of several senior military members that were publicly voicing partisan political views.

(b)(6); (b)(7)(C)

8. Between 7 June 2021 and 7 November 2021, (b)(6); (b)(7)(C) submitted (b)(6); (b)(7)(C) his complaint. He included an allegation that MG Donahoe failed to display Army values and core leader competencies on social media platforms.

9. On 26 July 2021, (b)(6); (b)(7)(C) (b)(6); (b)(7)(C) emailed the Secretary of the Army (SECARMY). He informed her that MG Donahoe's social media engagements between

SAIG-IN (21-00006)

22 and 25 July 2021 “trended” on Twitter. As a result, multiple media sources discussed his social media activity for several days.

[IO Note: (b)(6); (b)(7)(C) identified @PatDonahoeArmy as MG Donahoe’s social media account. MG Donahoe’s Twitter profile included a photograph of him in uniform and listed his position as the MCoE commander.]

10. On 27 July 2021, The Inspector General (TIG) directed an investigation.

**SCOPE:**

1. DAIG interviewed (b)(6); (b)(7)(C) eight current and former MCoE employees, a social media subject matter expert, and MG Donahoe. Witnesses included (b)(6); (b)(7)(C)

(b)(6); (b)(7)(C)

(b)(6); (b)(7)(C) DAIG also reviewed the results of three MCoE command climate assessments (CCA), and documents that MG Donahoe’s Trial Defense Service (TDS) attorney provided. The relevant messages related to the social media allegation were readily available. MG Donahoe’s TDS attorney offered DAIG unrestricted access to his Twitter account, but when DAIG accessed his account, we found no additional evidence. DAIG did not review the entirety of MG Donahoe’s Twitter account, only the messages that pertained to the allegation.

(b)(6); (b)(7)(C)

**ALLEGATION # 1: MG Donahoe failed to display Army values and core leader competencies on social media in violation of AR 600-100, AR 600-20, AR 360-1, and/or TRADOC Regulation 350-36.** The complainant initially alleged MG Donahoe used “social media to negatively circumvent the chain of command” and undermined good order and discipline. He subsequently added, MG Donahoe appeared to “inappropriately direct message” female officers on social media while they attended courses at the MCoE.

SAIG-IN (21-00006)

**STANDARDS:**

1. AR 600-100, (Army Profession and Leadership Policy), paragraph 1-11b.(3), Leaders are role models for others. They are viewed as the example and must maintain standards and provide examples of effective behaviors. When Army leaders model the Army Values, they provide tangible evidence of desired behaviors and reinforce verbal guidance by demonstrating commitment and action.

2. AR 600-20, (Army Command Policy) dated 24 July 2020, para 4–19, The Army Harassment Prevention and Response Program (hazing, bullying, and discriminatory harassment).

a. *Dignity and Respect.* Paragraph 4-19, states: The Army is a values-based organization where everyone is expected to do what is right by treating all persons as they should be treated—with dignity and respect. Army personnel are expected to treat all people with respect in all aspects of life and forms of communication (for example, online or in person). Failure to do so brings discredit on the Army and may have strategic implications. Hazing, bullying, online misconduct, and other acts of misconduct, undermine trust, violate our ethic, and negatively impact command climate and readiness.

b. *Online misconduct.* Paragraph 4-19(a)(5) states, Electronic communication is the transfer of information... by computer, phone, or other electronic device. Electronic communications include, but are not limited to text messages, emails, chats, instant messaging, screensavers, blogs, social media sites, electronic device applications, and Web/video conferencing. Examples of online misconduct include, but are not limited to hazing, bullying, harassment, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermines dignity and respect. When using electronic communication devices, Army personnel should apply “Think, Type, and Post”: “Think” about the message being communicated and who could potentially view it; “Type” a communication that is consistent with Army values; and “Post” only those messages that demonstrate dignity and respect for self and others.

3. AR 360-1 (The Army Public Affairs Program), 8 October 2020, paragraph 8-6, states, Personal use of social media and appropriate online conduct. The U.S. Army views personal websites and social media positively, and it respects the right of Soldiers to use them as a medium of self-expression. However, all Army personnel have limitations on what they can discuss... (b) Soldiers should use their best judgment, remembering that there are always consequences to what is written or photographed. If they are about to post something that is questionable and may reflect negatively on the Army, they should review this and other relevant guidance thoroughly.

4. TRADOC Regulation 350-36, Basic Officer Leader Training Policies and Administration, 20 February 2020. Paragraph 3-1d.(1) states, Army cadre will not

SAIG-IN (21-00006)

develop, attempt to develop, or conduct a personal, intimate, or sexual relationship with any student. These relationships include, but are not limited to, dating, handholding, kissing, embracing, caressing, and engaging in sexual activities. Prohibited personal, intimate, or sexual relationships include those relationships conducted in person; through a third person; or via cards, letters, emails, telephone calls, text and instant messaging, video, photographs, *social media*, social networking, and any other means of communication. The following are also expressly prohibited... “friending” or request to be a “friend” with a student through social media or via a social media networking website. (This prohibition does not apply to official unit-sponsored social media pages directed at conveying official Army information, communications, or activities used for official/professional communication between a cadre and a student.)

**DOCUMENTS / TESTIMONY:**

1. In his (b)(6); (b)(7)(C) complaint to the MCoE IG, (b)(6); (b)(7)(C) (b)(6); (b)(7)(C) described a deteriorating climate since MG Donahoe took command.

a. He believed MG Donahoe “used social media to negatively circumvent the chain of command in a manner that was not productive to good order and discipline.” To him, MG Donahoe spent “more time on social media (Twitter)... [and] less time on important Army initiatives and duties as the Commanding General.” He described MG Donahoe as “self-serving” with a “divisive leadership style that [did] not inspire nor build teams.”

b. In his, “Additional Reflections” paragraph, (b)(6); (b)(7)(C) added that MG Donahoe engaged a couple female Lieutenants (LTs) and Captains (CPTs) on social media, and met with them for lunches and office calls. He wrote the (b)(6); (b)(7)(C) (b)(6); (b)(7)(C), suspected MG Donahoe had also direct messaged (DM) the female LTs and CPTs.

c. (b)(6); (b)(7)(C) he wrote, MG Donahoe’s “persona displayed on social media was different than what he displayed in person.” His tweets were not honorable, “but rather meant to be *first at the punch* [emphasis from complaint] and considered forward-thinking.” In Annex 11, he described an email that (b)(6); (b)(7)(C) (b)(6); (b)(7)(C) sent on 26 September 2021. In the email, (b)(6); (b)(7)(C) wrote, “(b)(6); (b)(7)(C) held a VTC where he directed for [sic] all TRADOC Leaders on the VTC to ensure that all subordinate leaders within TRADOC understood the proper use of Social Media platforms. He issued guidance to “Stop it” as it applied to anyone engaging in give and take with the U.S. civilian population on social media (I inferred his reference to be the CG’s recent friction on Fox News with Tucker Carlson).”

2. Social media engagements with civilians.

SAIG-IN (21-00006)

a. On 9 March 2021, Fort Benning posted a 39-second video where MG Donahoe officiated the reenlistment of a female U.S. Army Staff Sergeant (SSG). The SSG was on a tank for her reenlistment ceremony. On 10 March 2021, in response to Fox News Host, Tucker Carlson's segment on women in combat, MG Donahoe tweeted, *"This is me, yesterday, conducting a re-enlistment for one of the tens of thousands of women who serve in our Army. Just a reminder that @TuckerCarlson couldn't be more wrong."* His comment was visible to Mr. Carlson and the account's 4.8 million followers.

b. In his 14 March 2021 letter to SECDEF, Senator Ted Cruz wrote, "Multiple military leaders have tweeted video of themselves, while in uniform, as they attack [Tucker] Carlson, including... the Commanding General of the U.S. Army Maneuver Center of Excellence...."

c. Between 22 and 25 July 2021, MG Donahoe engaged Mr. Josiah Lippincott on Twitter with posts that received national media coverage from Fox News, Oplndia.com, RepublicWorld.com, and other digital news sources.

(b)(6); (b)(7)(C)

d. On 22 July 2021 at 7:56 pm, MG Donahoe responded to one of his previous @PatDonahoeArmy posts about the Coronavirus Disease 2019 (COVID-19) vaccine. He wrote, *"3 weeks ago. Since then we've seen a spike in young trainees in the ICU, spike in trainees arriving positive, and it moves quick in the formation. To get ahead get the shot. Takes five weeks to build the immunity. If you havent [sic] done so, do it right now. Delta variant aint [sic] playing"*

e. On 22 July 2021 at 10:46 pm, Mr. Lippincott responded to MG Donahoe's 22 July 2021 tweet. He wrote, *"General, in Q4 2020 alone, there were 26 more suicides than in Q4 2019. There have been 26 Covid deaths TOTAL in DoD. The lockdowns, liberty restrictions, quarantines and general disruption of servicemember's [sic] lives is a way bigger killer than the virus."*

f. On 23 July 2021 at 5:39 am, MG Donahoe responded to Mr. Lippincott's reply. He wrote, *"Your false equivalency of suicide compared to the virus doesn't hold up. Why don't you compare auto accidents while you're at it [sic]. Your apparent aversion to the vaccine is wrong headed. It's the way to normalcy while saving lives. In 1918 people prayed for a vaccine."* This message had 215 replies.

g. On 23 July 21 at 12:11 pm, Mr. Lippincott responded, *"Suicide is an intentional act. Car accidents are not. When policy treats healthy soldiers as biological hazards we shouldn't be surprised by an increase in suicide and psychological problems."*

SAIG-IN (21-00006)

h. On 23 July 2021 at 7:45 pm, MG Donahoe posted in the string, "Hey, @Hillsdale come get your boy" This message had 914 replies.

i. On 23 July 2021 at 8:20 pm, an unknown individual (b)(6); (b)(7)(C) responded to MG Donahoe's tweet with, "Hey general how many wars have you won?"

j. On 24 July 2021 at 9:45 am, MG Donahoe responded to (b)(6); (b)(7)(C), "Don't be a shill for Putin." This message had 771 replies.

k. On 25 July 2021, MG Donahoe posted, "Public Service Announcement. Block and report the trolls and the disinformation tinfoil hat team."

3. (b)(6); (b)(7)(C) testified that MG Donahoe "got out of bounds" on 23 July 2021 when he attacked Mr. Lippincott on Twitter. He described the behavior as "immature" for a General Officer, particularly given MG Donahoe had a photo of himself in uniform, and his rank and position listed in his Twitter biography.

4. (b)(6); (b)(7)(C) testified that he felt the way MG Donahoe interacted with subordinates on social media was not how a CG should engage with others. To him, MG Donahoe's social media use reflected an attitude of "look what I am doing! Instead of actually wanting to run the place." He believed the "familiar relationship and contact with subordinate leaders and NCOs [Non-Commissioned Officers]" was not appropriate, and undercut "good order and discipline" in the command. MG Donahoe engaged a female Second Lieutenant (2LT) [on Twitter] about an individual class assignment that concerned other students and cadre. The school cadre wondered how they would respond if other students questioned her assignments after the CG appeared to have given her special treatment.

(b)(6); (b)(7)(C)

5. On 23 November 2021, the MCoE IG forwarded DAIG a complaint from (b)(6); (b)(7)(C) (b)(6); (b)(7)(C) alleged MG Donahoe and (b)(6); (b)(7)(C) reprised against him for his online activity. (b)(6); (b)(7)(C) complaint included screenshots of online Twitter conversations between MG Donahoe and (b)(6); (b)(7)(C).

[IO Note: (b)(6); (b)(7)(C) (b)(6); (b)(7)(C) However, the screenshots of tweets he provided as evidence warranted inclusion and analysis in this investigation.]

6. (b)(6); (b)(7)(C) testified, some of the staff were "concerned" that "the CG engaged with a MCOE [sic] student on social

SAIG-IN (21-00006)

media and they discussed a homework assignment.” He thought [REDACTED] and others felt there was a perception the CG helped one student in the course over others.

7. [REDACTED] testified that he was aware of the Twitter exchange between MG Donahoe and Mr. Lippincott. MG Donahoe met with his Battalion (BN) CDRs and Command Sergeants Major (CSM) shortly after the exchange. MG Donahoe expressed to the group, “What you saw [me replying on Twitter] was not the way to go about it.” He wanted MCoE personnel to “tell their story” and highlight the programs and training Fort Benning did for the Army. After the meeting, the BN CDRs and CSMs commented that MG Donahoe demonstrated a trait they desired from leaders. He did not believe MG Donahoe’s interaction with students online affected his commanders or the Cadre under his BDE.

8. [REDACTED] [REDACTED] told DAIG during an office call that he had three conversations with MG Donahoe about his social media use. Each conversation progressed from “gentlemanly” talking about social media engagements, to coaching, before he finally told MG Donahoe to stop (“knock this shit off”) his activity with private citizens on social media. [REDACTED] discussed MG Donahoe’s social media activity with his successor, [REDACTED].

[IO Note: DAIG memorialized this conversation with [REDACTED] in a Memorandum for Record.]

9. In a 1 December tweet, an unknown user tweeted a photo of [REDACTED]. DAIG did not have the full string, but it appeared she disagreed with some users’ comments of the photo. She responded, *“It’ll be a cold day in hell before I make myself smaller or less authentic for some loser misogynist. Women exist. Get. The. Fuck. Over. It.”*

a. On 2 December 2020, MG Donahoe commented in the on-going Twitter thread. He wrote, *“The picture. In it she looks like a tanker.”* [REDACTED] responded, *“MG Donahoe checked in with me over the flack I was receiving for the dagger photo and offered tips for my battle analysis. Excuse my French but how freaking COOL.”* MG Donahoe tweeted, *“Im [sic] just here in my TV room with the family virtually co-authoring my battle analysis with [REDACTED]. I love ABOLC.”* He followed his post with another where he wrote, *“Not really, I just want co-author credit.”* [REDACTED] responded, *“I’m gonna video my cadre’s face when they look at my cover page and see I have MG Donahoe listed as a co-author;”* at least five others responded to her tweet. Sometime after 2300, MG Donahoe responded to a deleted tweet, *“Go to bed,”* to which she replied, *“Moving Sir [with laughing face emoji].”*

SAIG-IN (21-00006)

b. In a 19 December 2020 tweet, MG Donahoe tweeted, “Some women that deserve your follow” where he included (b)(6); (b)(7)(C) on the list of 15 Twitter handles.

10. In a 12 April 2022 email to his TDS, DAIG offered MG Donahoe the opportunity to respond to the evidence of his Twitter exchanges with (now) (b)(6); (b)(7)(C) that were not available at the time of his interview. We asked, his intent in communicating with (b)(6); (b)(7)(C); if he had similar “banter” with other students; and any details related to his “co-authoring a battle analysis with (b)(6); (b)(7)(C). On 15 April 2022, (b)(6); (b)(7)(C), MG Donahoe’s Trial Defense Services attorney provided MG Donahoe’s written response.

a. He described the photo of (b)(6); (b)(7)(C) someone had posted on Twitter as an example of the sexism (b)(6); (b)(7)(C) endured as (b)(6); (b)(7)(C). One user commented that she needed to “get raped.” There were, “many other misogynistic and cruel things said to her based on nothing more than a picture.” He took offense to our use of “banter” and described it as “an insidious characterization.” He wrote that he was protecting his Soldier in the “larger context of gender integration in the combat arms branches” and his role as a leader.

b. MG Donahoe offered related examples of tweets from the same week in December 2020. His interactions with others reminded him women in combat arms experienced a different environment than their male counterparts. He believed senior officers and NCOs needed to empathize with female officers and Soldiers. According to MG Donahoe, if officers and NCOs interacted with males and females differently, it risked “jeopardizing the Army’s diversity, equity, and inclusion goals.”

c. As for co-authoring (b)(6); (b)(7)(C) battle analysis, he wrote that it “was a joke,” and those on the thread “clearly understood” it was a joke. He used humor to facilitate open and candid interactions with his team members. No one ever raised a concern or discussed any negative effects on her relationship with cadre or other (b)(6); (b)(7)(C) (b)(6); (b)(7)(C) students.

d. He used Twitter to be accessible and engaging with individuals, as a virtual “open door” to reach a larger audience unencumbered by time and space. He provided additional examples of his engagements on social media with the public, MCoE students, officers in the field, and members of his command. He felt the engagements broadened his perspectives in a way that helped him make better decisions.

[IO Note: DAIG used the term banter, a playful and friendly exchange of teasing remarks, based on MG Donahoe having used, “Not really” before he wrote, “I just want co-author credit.” DAIG made no assumptions, nor intended to characterize the context of their exchanges.]

SAIG-IN (21-00006)

11. MG Donahoe testified:

a. He created his @PatDonahoeArmy Twitter account in 2009 and had used it in each duty assignment since. He did not consider it “an official Army account.” He originally had his rank and position in his Twitter biography, but recently removed the position title and duty location. His biography included a statement that the views he posted were his own, and any retweet did not equal endorsement.

[IO Note: DAIG determined the Army did not have “official Army accounts” for individuals, including MG Donahoe and other Senior Army Leaders.]

b. He regularly used social media “to tell the Army story,” communicate with the Soldiers, their families, and to “recognize those who best represent the Army.” Social media allowed him to break down the barriers to communicate with Soldiers at all echelons. Many Officers he had never met or may not have an opportunity to meet reached out to him through social media for professional development. He believed his presence on social media was an “invaluable opportunity to understand the perspectives of those who make up our diverse Army.”

c. Although he discussed social media use with his leadership, he never felt the discussions were negative counselling for his use of social media. He thought his leadership “encouraged [him] to use social media to better communicate” with Soldiers in the organization.

d. He did not think his 10 March 2021 comment where he tagged Mr. Carlson was partisan activity. On the contrary, he felt “it was an attempt to defend” the service of women in the Army. “If we... as Army leaders are unwilling to defend them in public, I think that is a tremendous threat to the cohesion of our Army.” He spoke with [b)(6); (b)(7)(C)] after the incident and thought [b)(6); (b)(7)(C)] supported his social media presence.

e. In July 2021, he posted a message using his @PatDonahoeArmy Twitter account to encourage Army recruits to be vaccinated. Mr. Lippincott responded and expressed his concern for an emphasis on the vaccine over service member suicides. He recognized his comment about Mr. Lippincott’s point of view was dismissive, and attracted national attention. The unintended attention was “publicly embarrassing” to him, but he felt it was “not indicative of a failure to display the Army values or core leader competencies.”

f. He admitted posting, “Hey@Hillsdale come get your boy.” He felt the remark was “snarky” and typical to others used on social media to end a conversation. In hindsight, he saw the comment “was beneath him, and he was not following his own advice.” He wished he had not made the comment. It was “just one of 27,000 comments,” he made

SAIG-IN (21-00006)

on his social media account. He considered it “simply a one-off instance” and he learned a lesson from it.

[IO Note: The Oxford Languages dictionary defined snarky as “critical or mocking in an indirect or sarcastic way.”]

g. He posted the tweet, “Public Service Announcement. Block and report the trolls and the disinformation tinfoil hat team,” because of the nature of the environment with misinformation on social media. He used, “Tinfoil hat club” as a “moniker” for conspiracy theorists engaged in misinformation.

h. He used social media to communicate with and learn from the formation, particularly those which he had no experience. He felt it served “as a telescope into the formation.” He had “no idea what it’s like to be a female lieutenant as an example.” He sought the “unvarnished truth” in order to, “break down barriers.” To him, social media facilitated “professional engagement and dialogue with soldiers [sic] of all ranks” in a way that gave “leaders an invaluable opportunity” to communicate with subordinates and understand the “perspectives of those who make up our diverse Army.”

12. In a 17 February 2022 email, MG Donahoe responded to a DAIG request for more information. DAIG asked him about discussions he had with (b)(6); (b)(7)(C) and (b)(6); (b)(7)(C) regarding his use of social media.

a. MG Donahoe wrote that he had, “many conversations with (b)(6); (b)(7)(C) and (b)(6); (b)(7)(C) about [his] social media use.” He felt, “nearly all of them were positive” and encouraged him to use social media as a platform “to tell the Army’s story and gain insight into [his] formation.”

(1) He recalled one conversation with (b)(6); (b)(7)(C) after his tweet about the outgoing MCoE commander’s COVID mitigation policy. (b)(6); (b)(7)(C) asked him to avoid any tweets related to Fort Benning until after he assumed command. He did not perceive the advice as a negative counseling, nor had he believed (b)(6); (b)(7)(C) took issue with the content of his tweet. To him, the conversation served as a reminder not to lean too far forward before taking command.

(2) He also had numerous conversations with (b)(6); (b)(7)(C) about social media. They frequently discussed how social media worked, best practices, and how to improve the Army’s presence on social media. He recalled all of his conversations with (b)(6); (b)(7)(C) on social media use were positive and supportive.

b. “Neither (b)(6); (b)(7)(C) nor (b)(6); (b)(7)(C) suggested, requested, or ordered” that he delete the tweet that precipitated the letter Senator Cruz sent Secretary Austin. “To the contrary, (b)(6); (b)(7)(C) expressed his appreciation for me and other Army senior leaders displaying genuine support and respect for women in uniform.”

SAIG-IN (21-00006)

**ANALYSIS / DISCUSSION:**

1. On 13 December 2020, (b)(6); (b)(7)(C) alleged MG Donahoe's online conduct detracted from the command's mission and ran counter to good order and discipline. DAIG examined the evidence to evaluate the allegation.
2. AR 600-20 defines online misconduct as the use of electronic communication to inflict harm and undermines dignity and respect. Army personnel should apply, "Think, Type, and Post" principles: "Think" about the message being communicated and who could potentially view it; "Type" a communication that is consistent with Army values; and "Post" only those messages that demonstrate dignity and respect for self and others. Army personnel are expected to treat all people with respect in all aspects of life and forms of communication (for example, online or in person).
3. DAIG analyzed the evidence and testimony as it applied to Army values described in AR 600-100 and AR 600-20, appropriate online conduct described in AR 360-1, as well as the cadre-student relationship prohibitions in TRADOC 350-36. DAIG examined MG Donahoe's social media presence in two distinct categories, engagements with private citizens, and engagements with subordinates.
  - a. We identified three incidents of MG Donahoe engaging with private citizens on social media. In all three interactions his Twitter name, @PatDonahoeArmy, and his profile picture, identified him as a member of the U.S. Army.

(1) Incident one: Engagement with Mr. Carlson. MG Donahoe's post, *"This is me, yesterday, conducting a re-enlistment for one of the tens of thousands of women who serve in our Army. Just a reminder that @TuckerCarlson couldn't be more wrong"* was not disrespectful or bullying towards Mr. Carlson. MG Donahoe presented his disagreement with Mr. Carlson's position regarding female Soldiers. MG Donahoe "tagged" Mr. Carlson in his tweet, a clear indication that he wanted Mr. Carlson to see his response. MG Donahoe's exchange with Mr. Carlson exhibited poor judgement. The responses to his tweet and subsequent media coverage drew national attention for MG Donahoe and did not reflect an Army culture of dignity and respect, and it cast the Army in a negative light. We found MG Donahoe's actions in this situation violated both AR 600-20 and AR 360-1.

(2) Incident two: Between 22 and 25 July 2021, MG Donahoe engaged Mr. Josiah Lippincott. Mr. Lippincott disagreed with MG Donahoe on Soldiers getting vaccinated. He felt the services needed to prioritize service member suicides given suicides in a single quarter exceeded the entirety of COVID-related deaths in the military. One anonymous response to the exchange between MG Donahoe and Mr. Lippincott elicited a response from an unknown individual where MG Donahoe told the user (b)(6); (b)(7)(C), *"Don't be a shill for Putin,"* followed by another snarky comment on disinformation. We determined the manner in which MG Donahoe ended

SAIG-IN (21-00006)

the conversation with Mr. Lippincott and the anonymous user violated both AR 600-20 and AR 360-1. In this particular instance, it is likely those on the string felt mocked or demeaned for merely expressing their views with a U.S. Army official. Again, MG Donahoe did not act with dignity and respect, particularly in intimating that disagreeing with him somehow may equate to disloyalty to the U.S. Further the negative social media and national media attention to MG Donahoe and the Army demonstrated another lapse in judgement that was not commensurate with a GO in the public eye.

(3) We found MG Donahoe's engagement with private citizens was unwise and had the potential to bring discredit on the Army. His use of sarcasm and "snarky" tweets to private citizens was in poor taste, clearly displayed poor judgment, and ran counter to Army values. The media and public outcry demonstrated MG Donahoe had not thought about what he typed before he posted his tweets to Mr. Carlson, or Mr. Lippincott, nor had he given any consideration of the impacts given their larger audience of followers. The provisions for dignity and respect in AR 600-20 apply to "all people," "in all aspects of life." His engagements on social media drew unwanted negative attention to the Army, and sparked some online outrage towards MG Donahoe that may have had strategic implications, all in violation of AR 360-1 Army leaders have a responsibility to address matters that undermine trust, violate our ethic, and negatively affect the command climate or readiness. The level of concern for his online conduct with leaders in the MCoE reflected the negative impact of his social media activity.

b. Social media engagement with subordinates.

(1) (b)(6); (b)(7)(C) and (b)(6); (b)(7)(C) expressed concerns with the impact of MG Donahoe's engagement on social media with female officer students. MG Donahoe believed his engagement with Soldiers was appropriate for his position and allowed him to better assess the status of Soldiers, MCoE, and the Army.

(2) Screenshots of conversations between MG Donahoe and (b)(6); (b)(7)(C) discussed support, congratulations, encouragement, and help on work assignments. While some of the messages fit MG Donahoe's intent of supporting Soldier's and gathering information, other messages appeared to indicate on a more casual, even familiar exchange between a MG and a (b)(6); (b)(7)(C) student, under his command in the MCoE.

(3) Several members of the training staff expressed concern over the interactions between MG Donahoe and (b)(6); (b)(7)(C). One commander believed his conduct affected the balance of power with students and cadre, and placed cadre in an awkward position. For example, when MG Donahoe engaged (b)(6); (b)(7)(C) on Twitter about her battle analysis assignment as a "co-author," it appeared he had given her preferential treatment over other students. It also made it more challenging for the cadre to evaluate (b)(6); (b)(7)(C) work, as it may have actually been MG Donahoe's work. While

SAIG-IN (21-00006)

MG Donahoe stated he was joking when he made the comments, the cadre had no way of knowing that. MG Donahoe's actions, whether intentional or unintentional, had serious impacts of the effectiveness of his training staff.

(4) Several of the tweets between MG Donahoe and [REDACTED] were demonstrably "unrelated to the training mission" and violated the cadre-student relationship provisions in TRADOC Regulation 350-36. Paragraph 3-1.d.(1) generally states, Army cadre will not develop, attempt to develop, or conduct a personal relationship with any student, including those on social media and any other means of communication. Overall, all of the texts and/or tweets by MG Donahoe in relation to [REDACTED], reflected poor judgement.

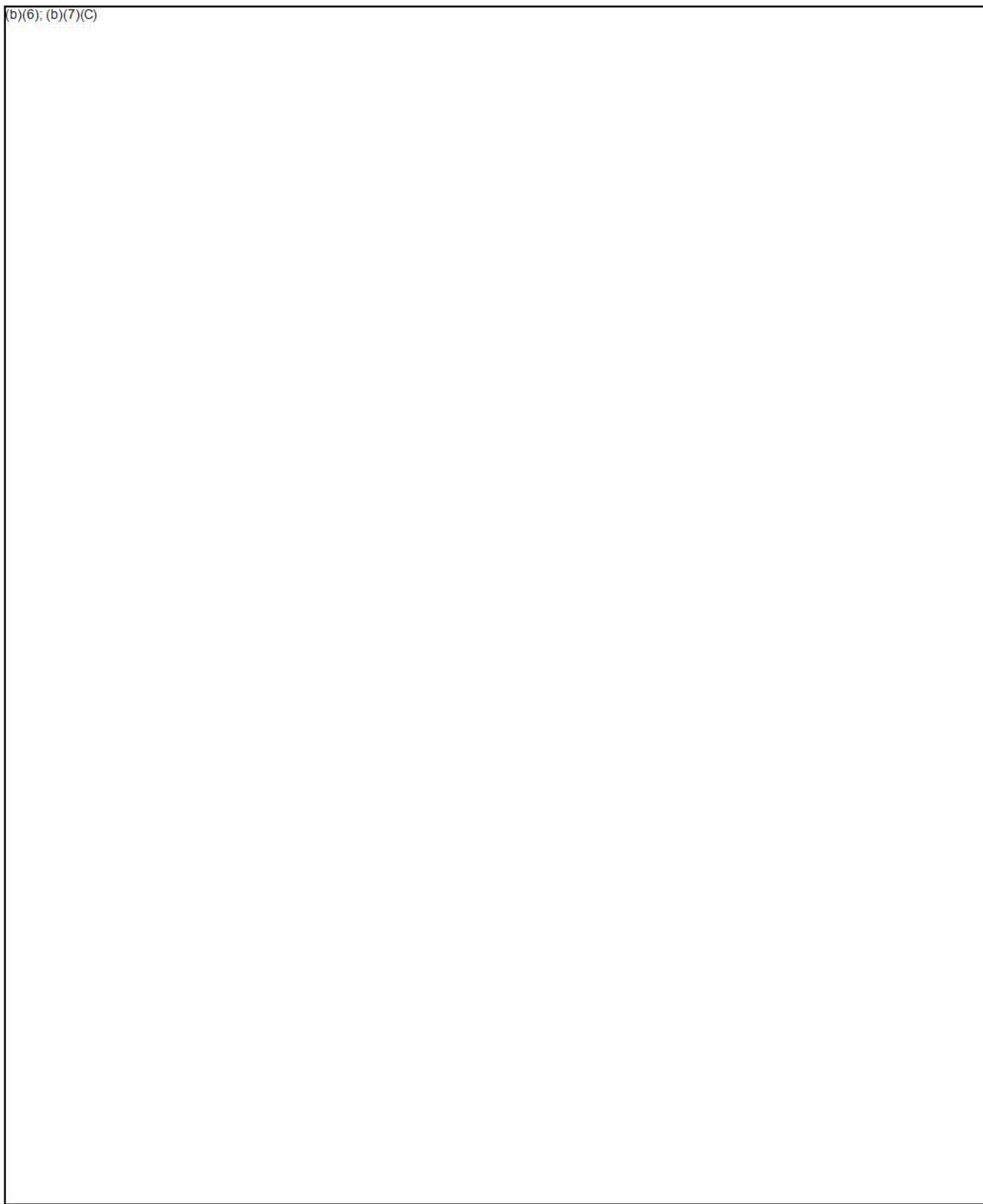
4. DAIG concluded MG Donahoe engaged private citizens and subordinates on social media that, by his own admission, went against his better judgement. In AR 360-1, paragraph 8-6, Soldiers are ultimately, and solely responsible for what they post. MG Donahoe engaged Mr. Lippincott, a private citizen, in a manner that was likely demeaning and "defamatory" to individuals that observed his posts. MG Donahoe perceived his engagement with Mr. Carlson on women in combat roles as a defense of women in the Army. While potentially admirable, his post brought a measurable amount of negative publicity to the Army, enough that OCPA warned SECARMY of the fallout. As for his tweets with [REDACTED], MG Donahoe crossed the personal cadre-student line defined in TRADOC Regulation 350-36 when he wrote that he wanted "co-author credit" for her battle analysis, an individual student assignment that concerned commanders, staff, cadre, and students alike. In addition, he also told [REDACTED] to "go to bed" sometime after 2300, which clearly demonstrated engagement with a student "unrelated to the training mission," for which he was the CG.

5. The preponderance of credible evidence supported a conclusion that MG Donahoe failed to display Army values and core leader competencies on social media platforms in violation of AR 600-100, AR 600-20, AR 360-1, and TRADOC Regulation 350-36, was substantiated.

[REDACTED]

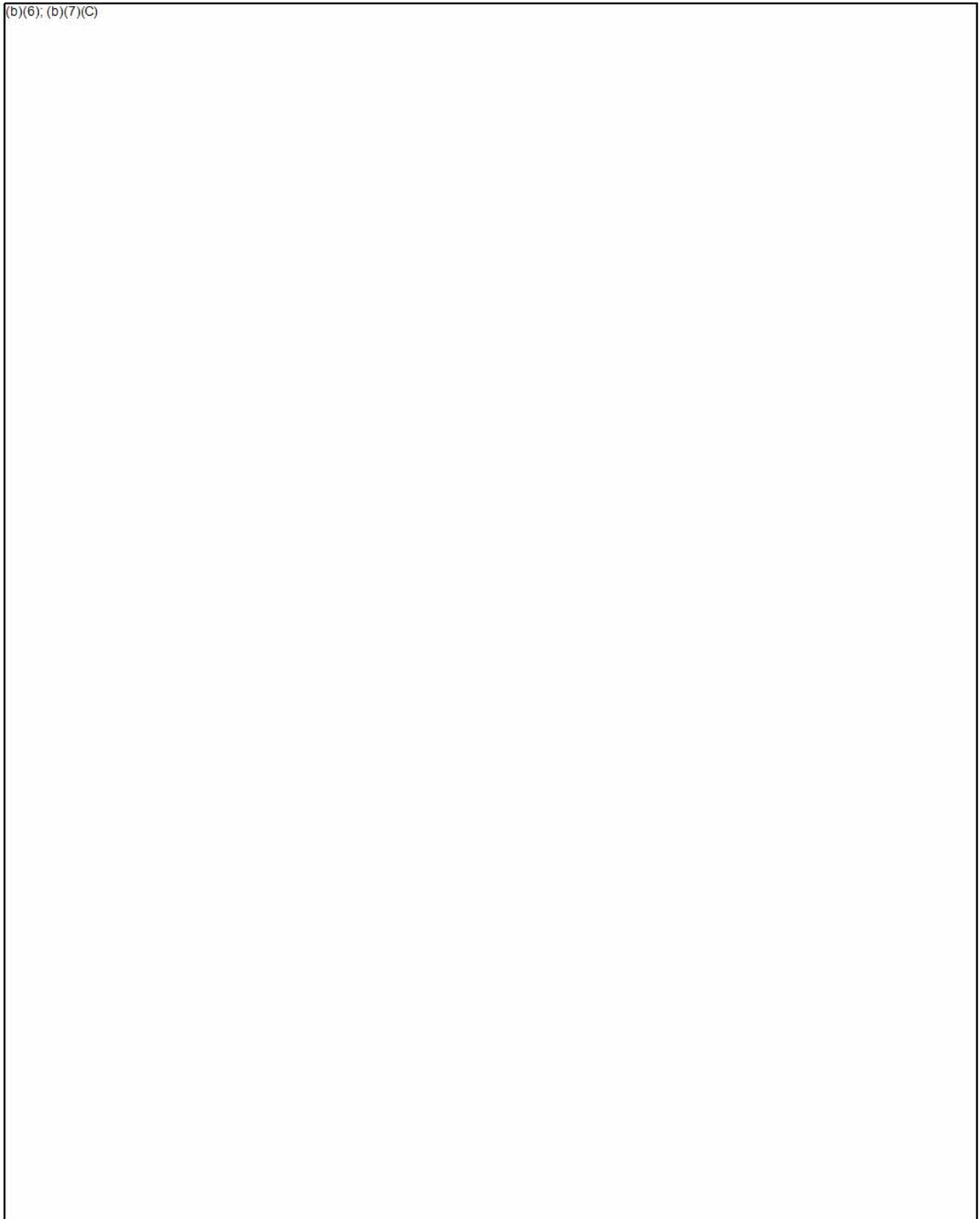
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



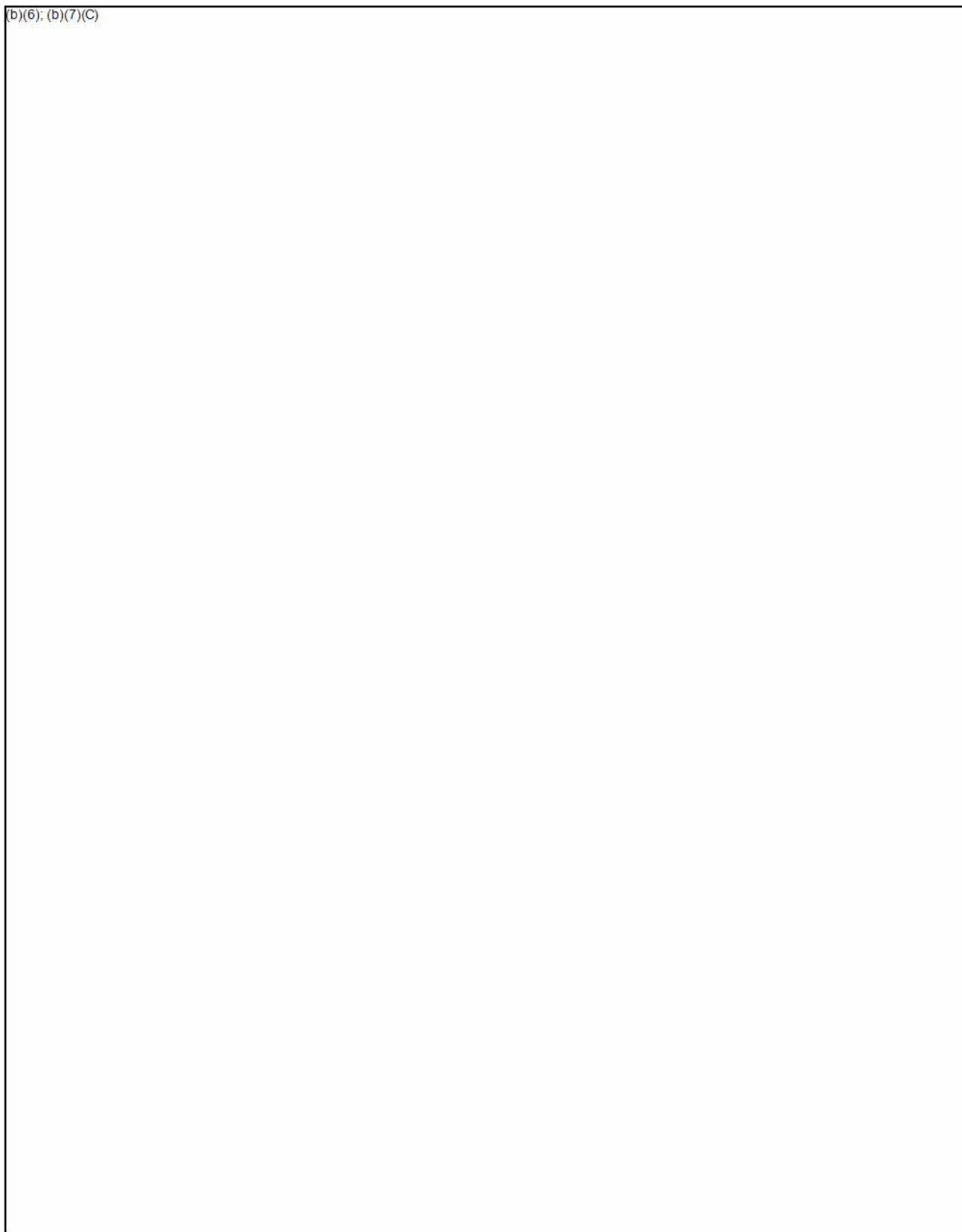
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



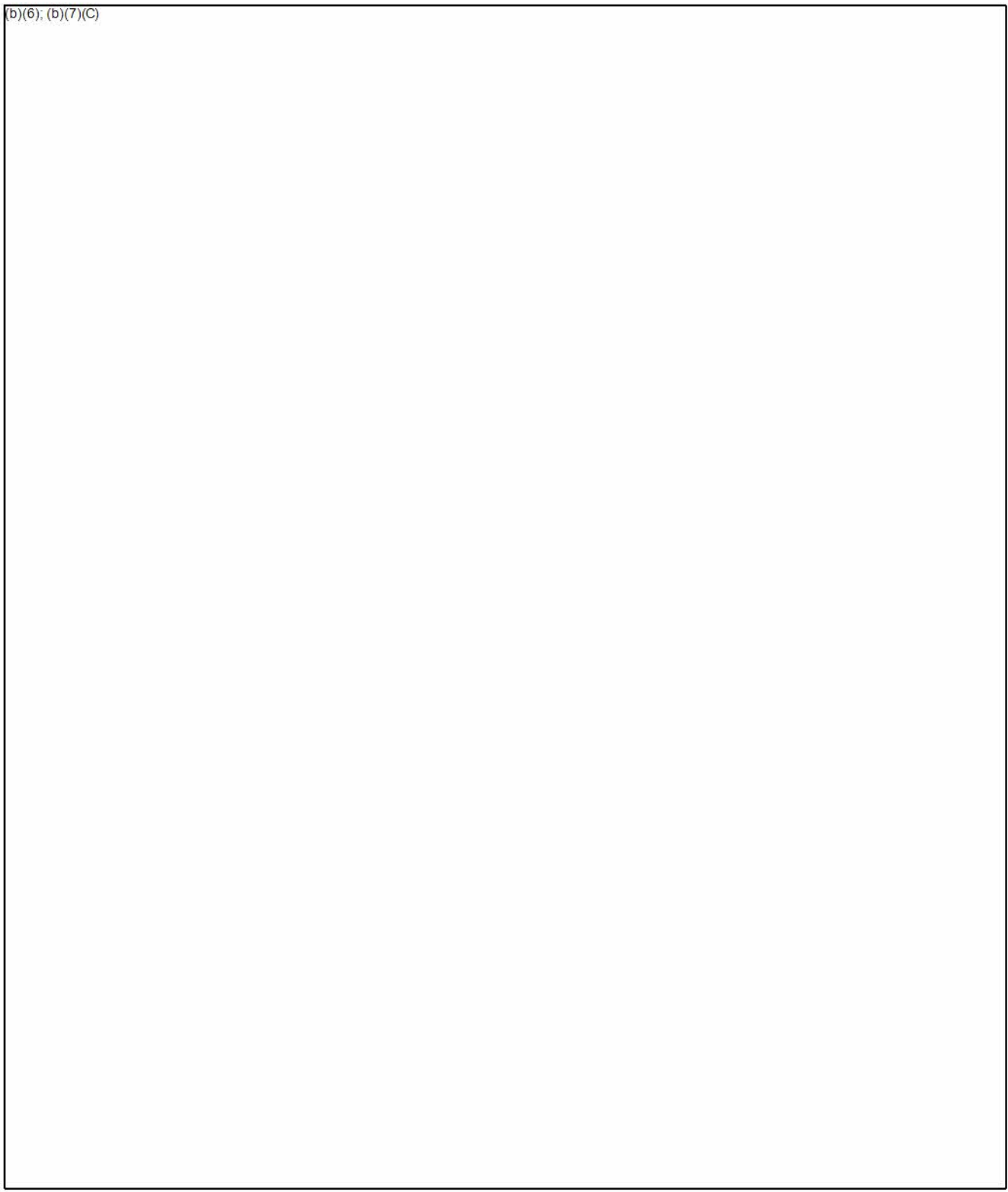
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



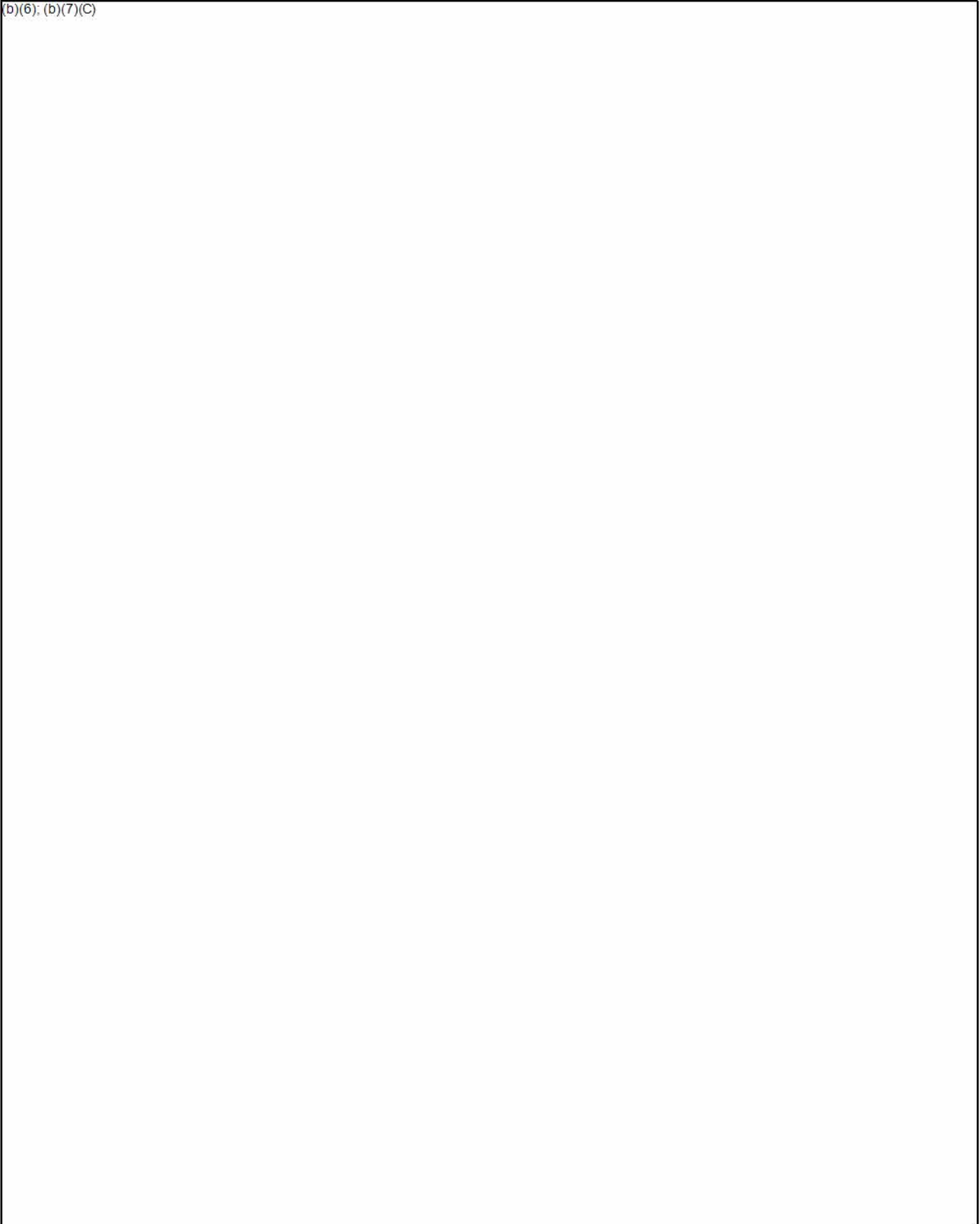
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



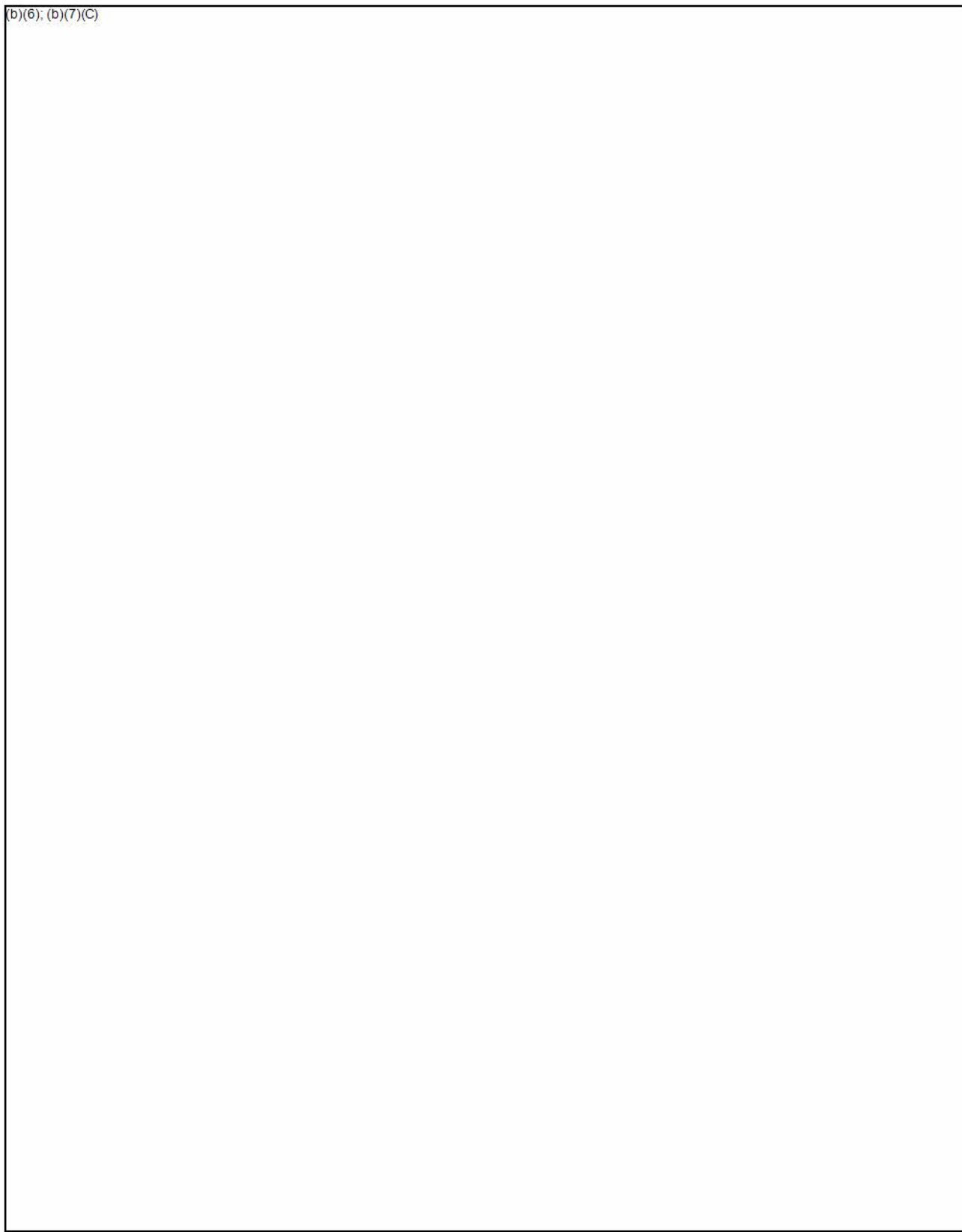
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



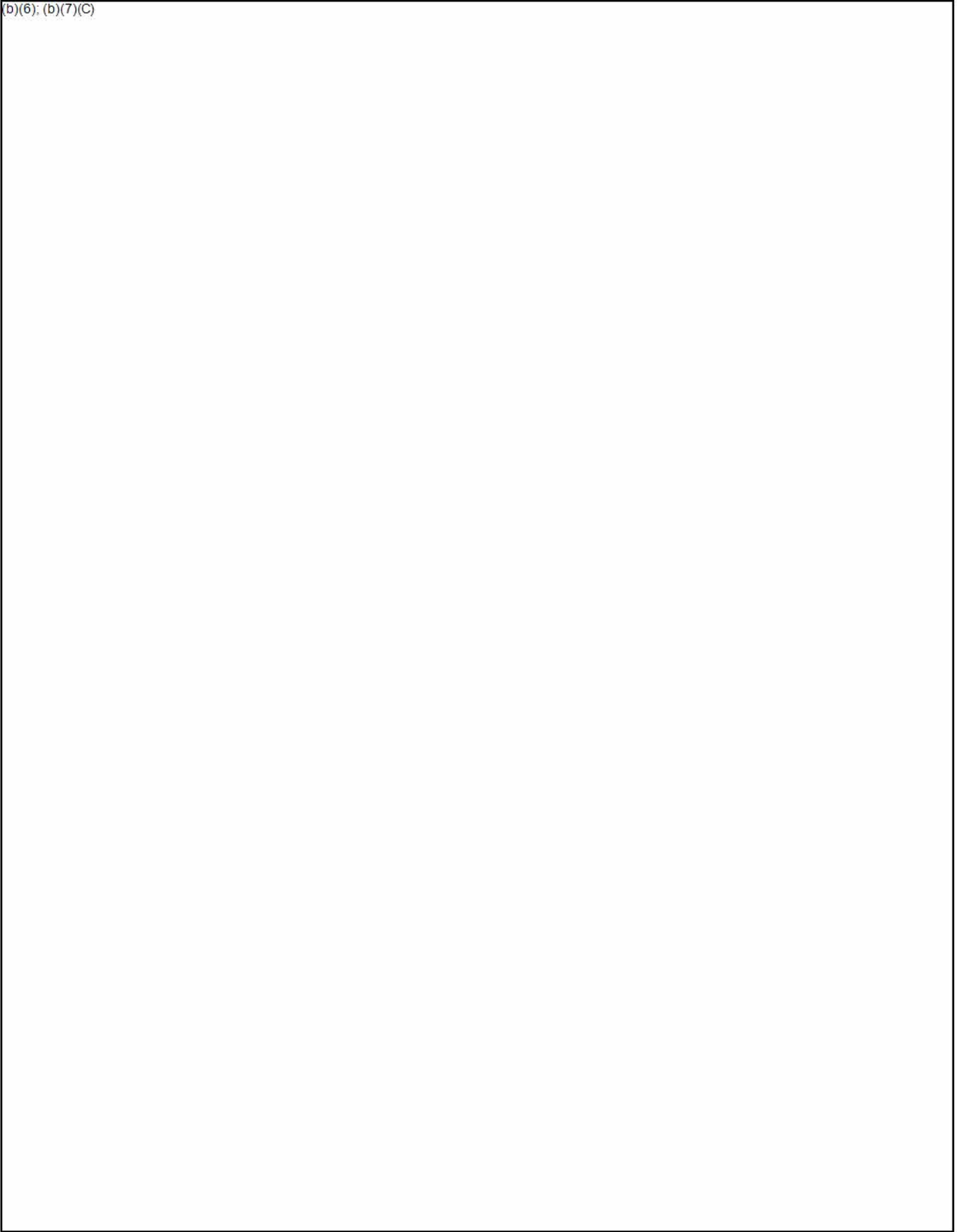
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



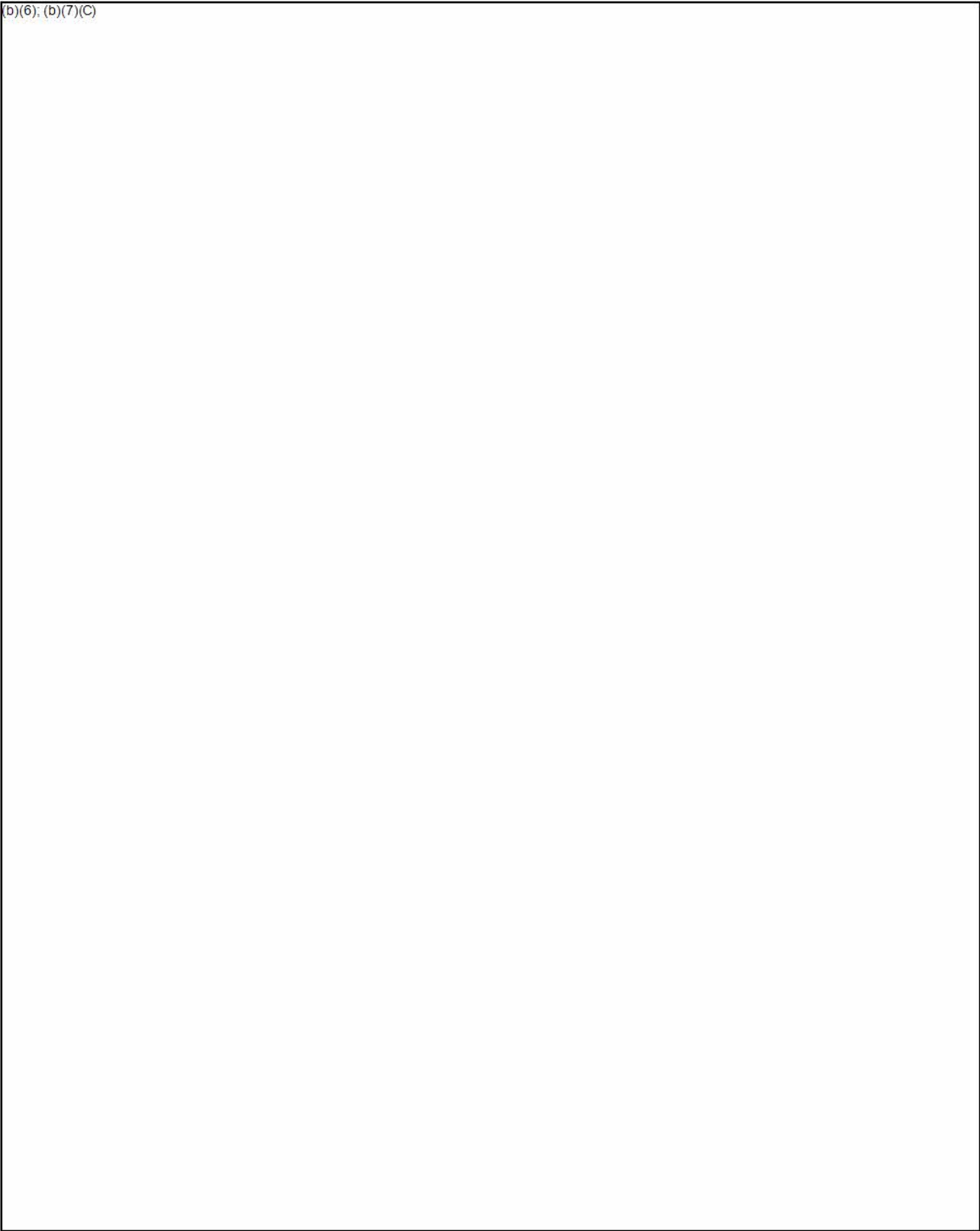
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



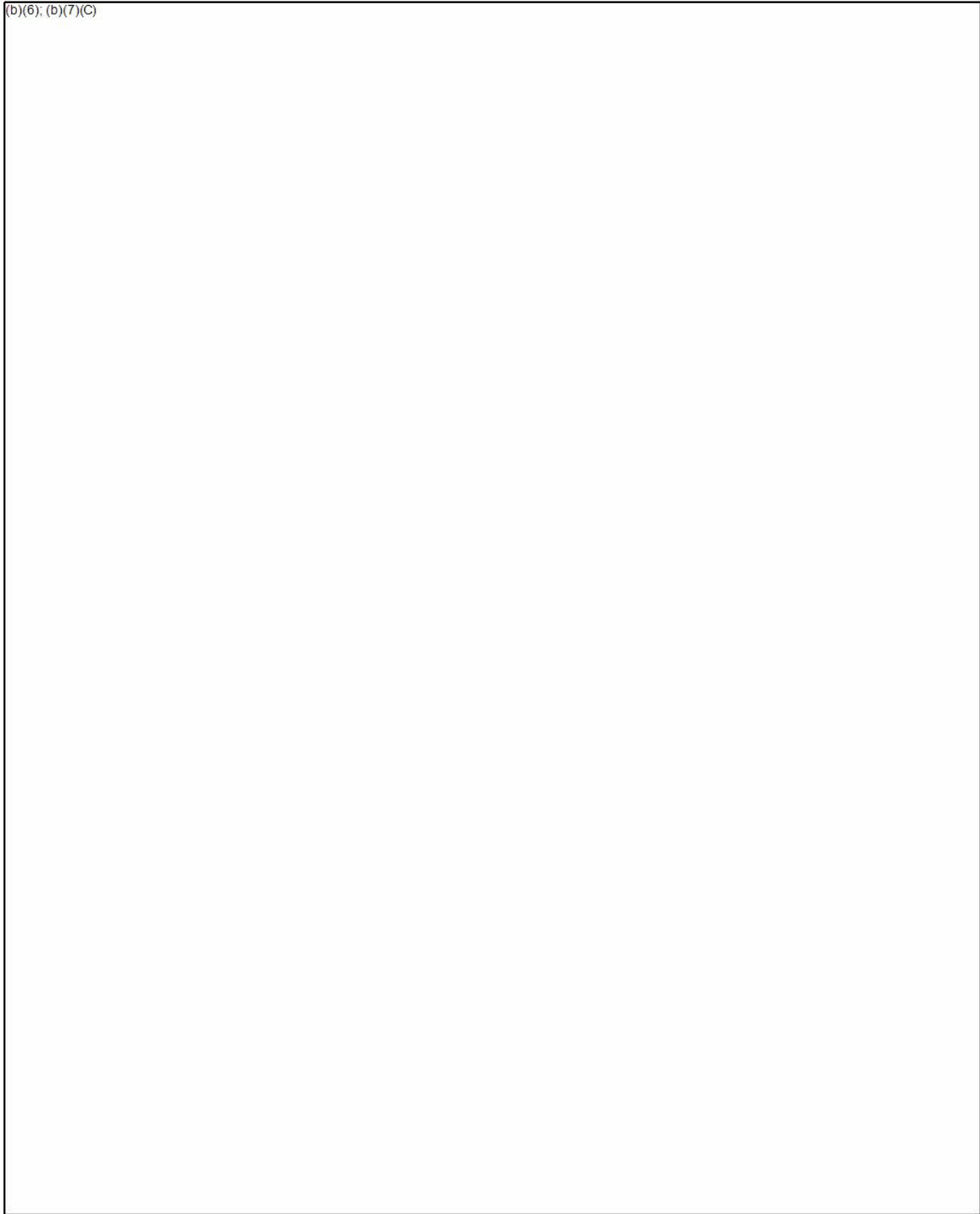
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



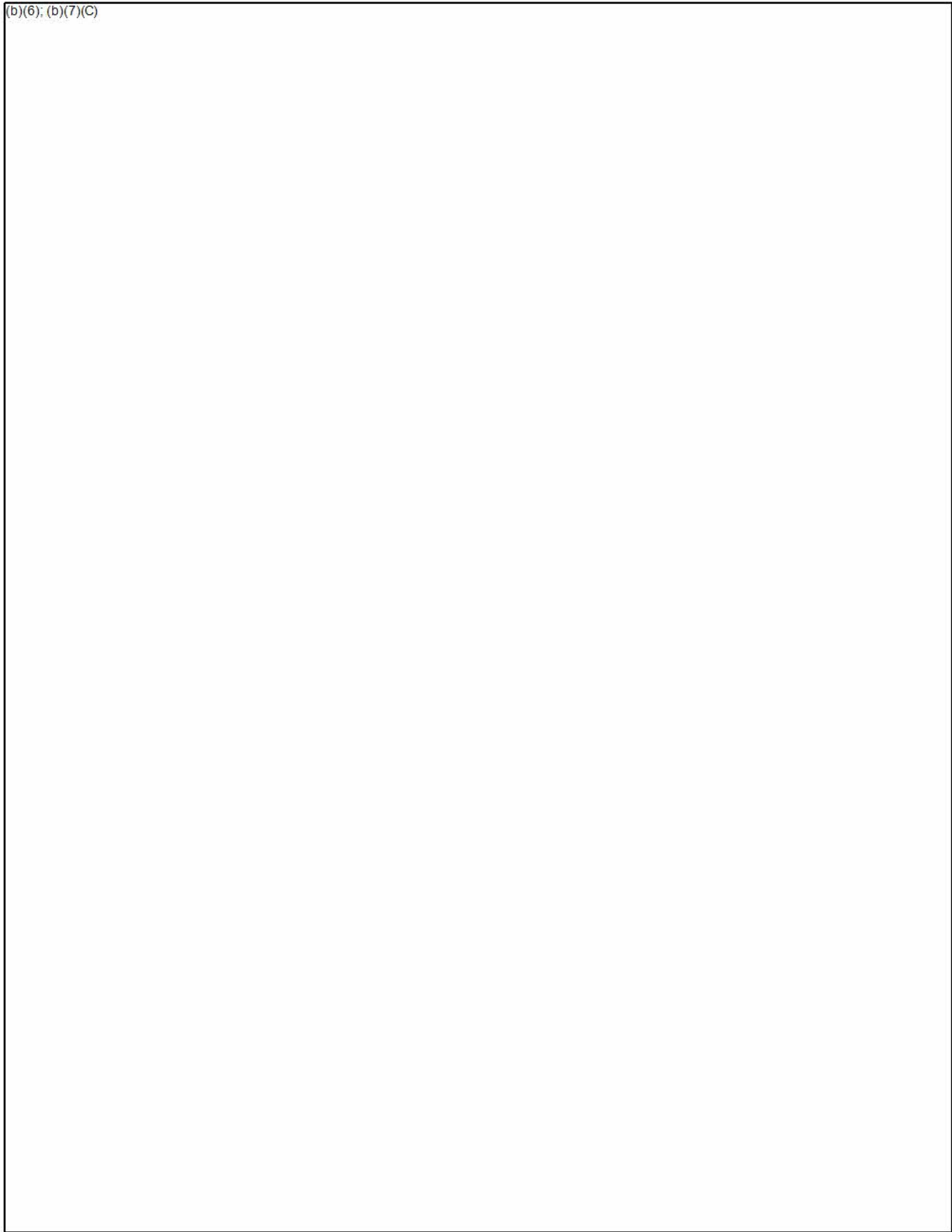
SAIG-IN (21-00006)

(b)(6), (b)(7)(C)



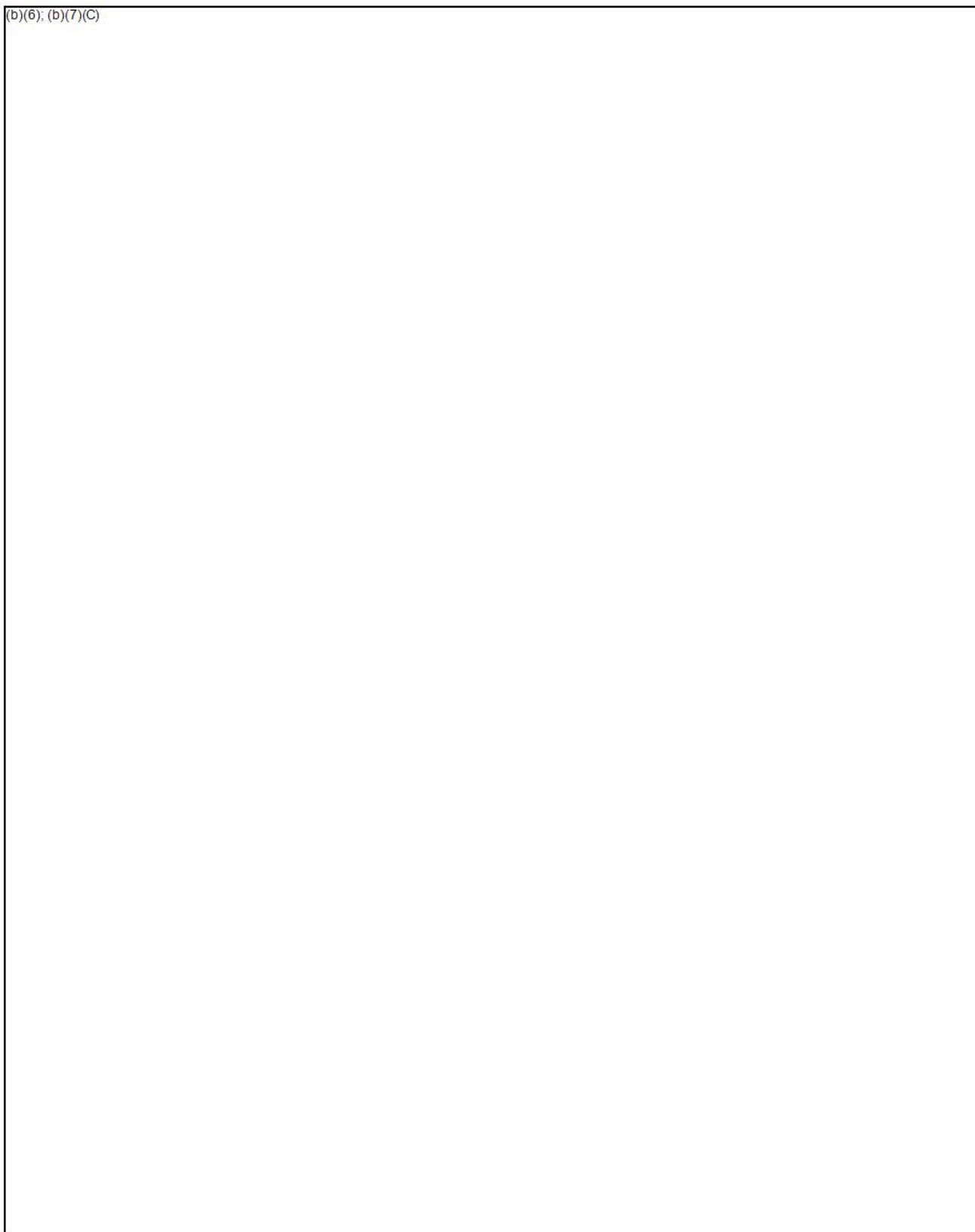
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



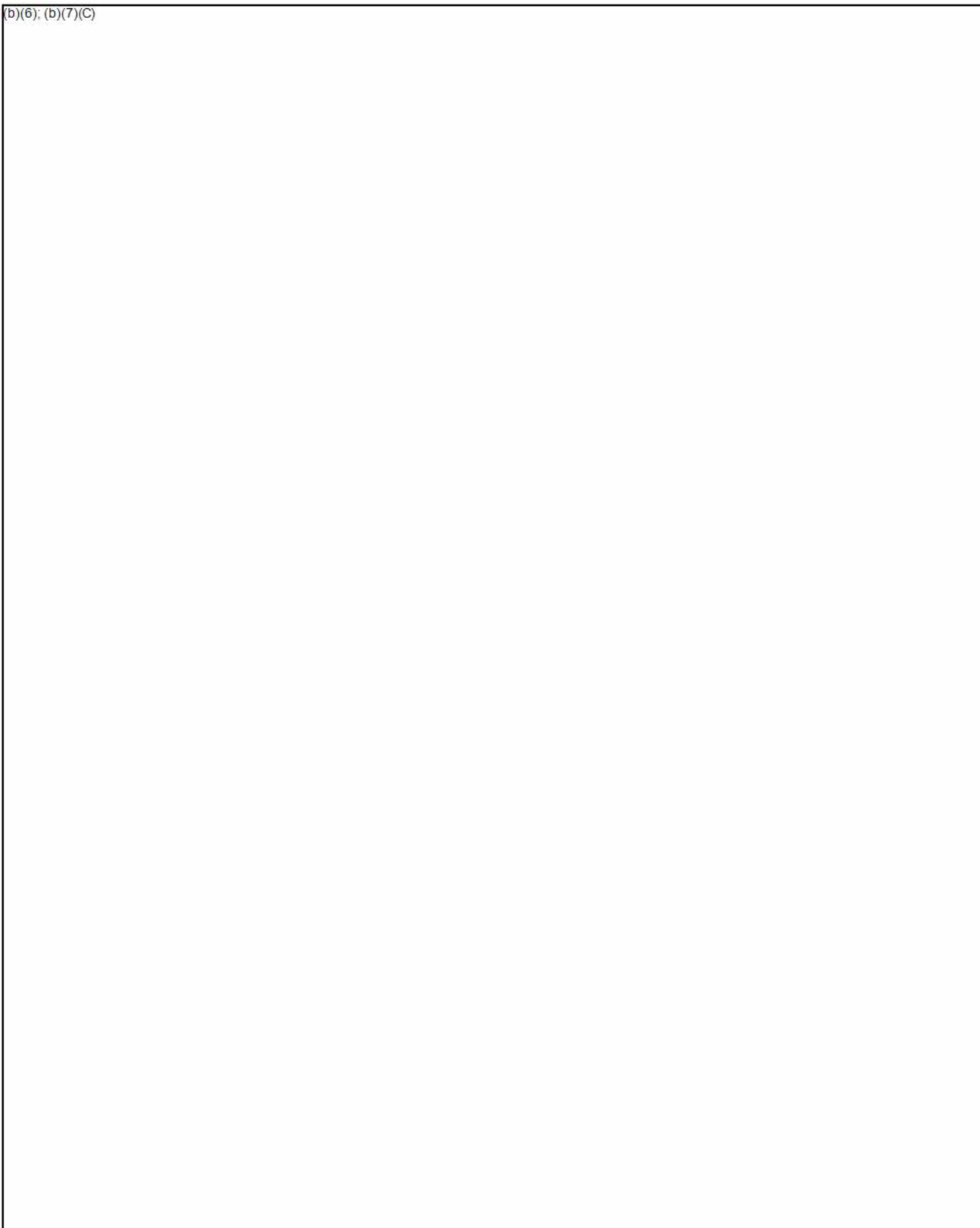
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



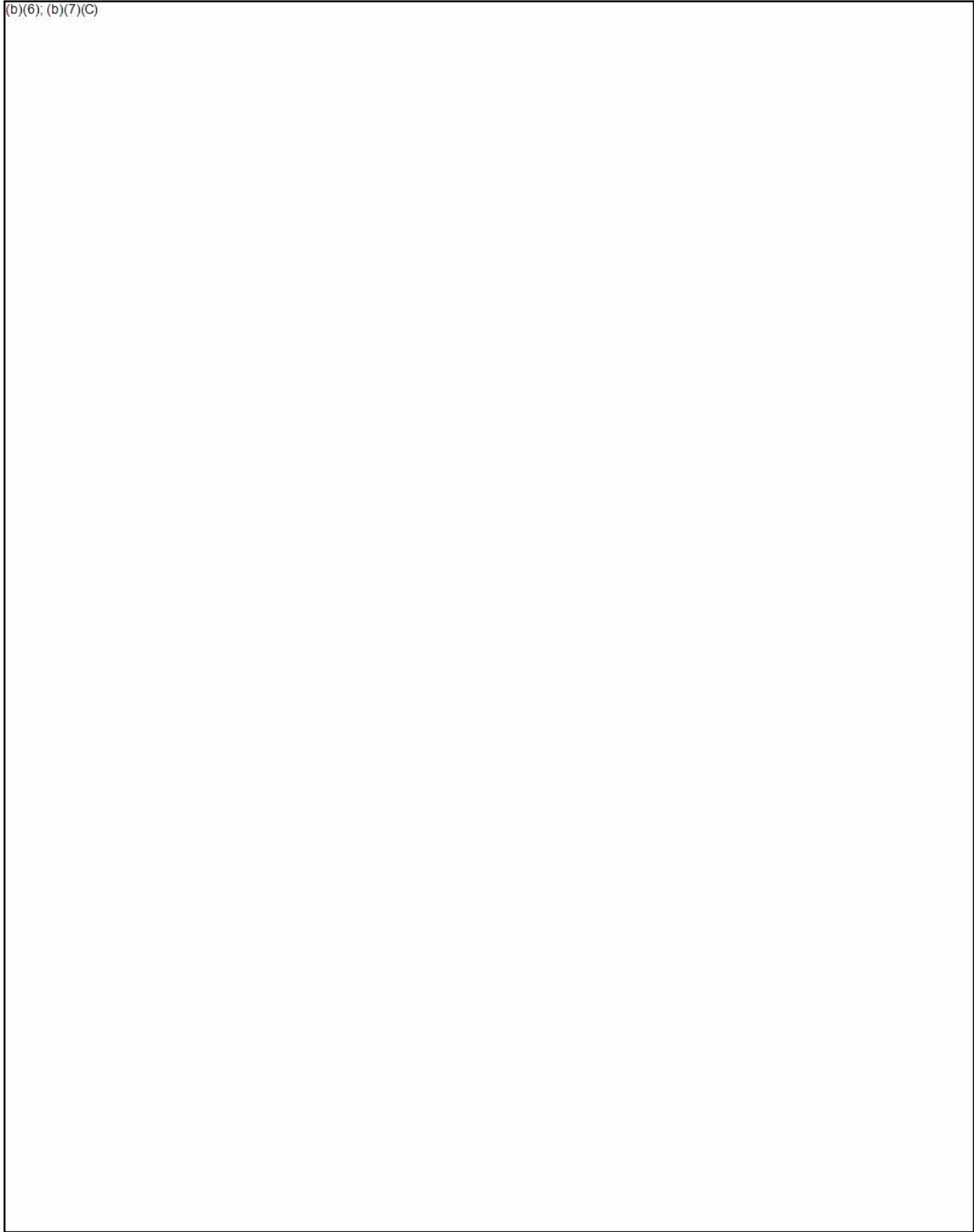
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



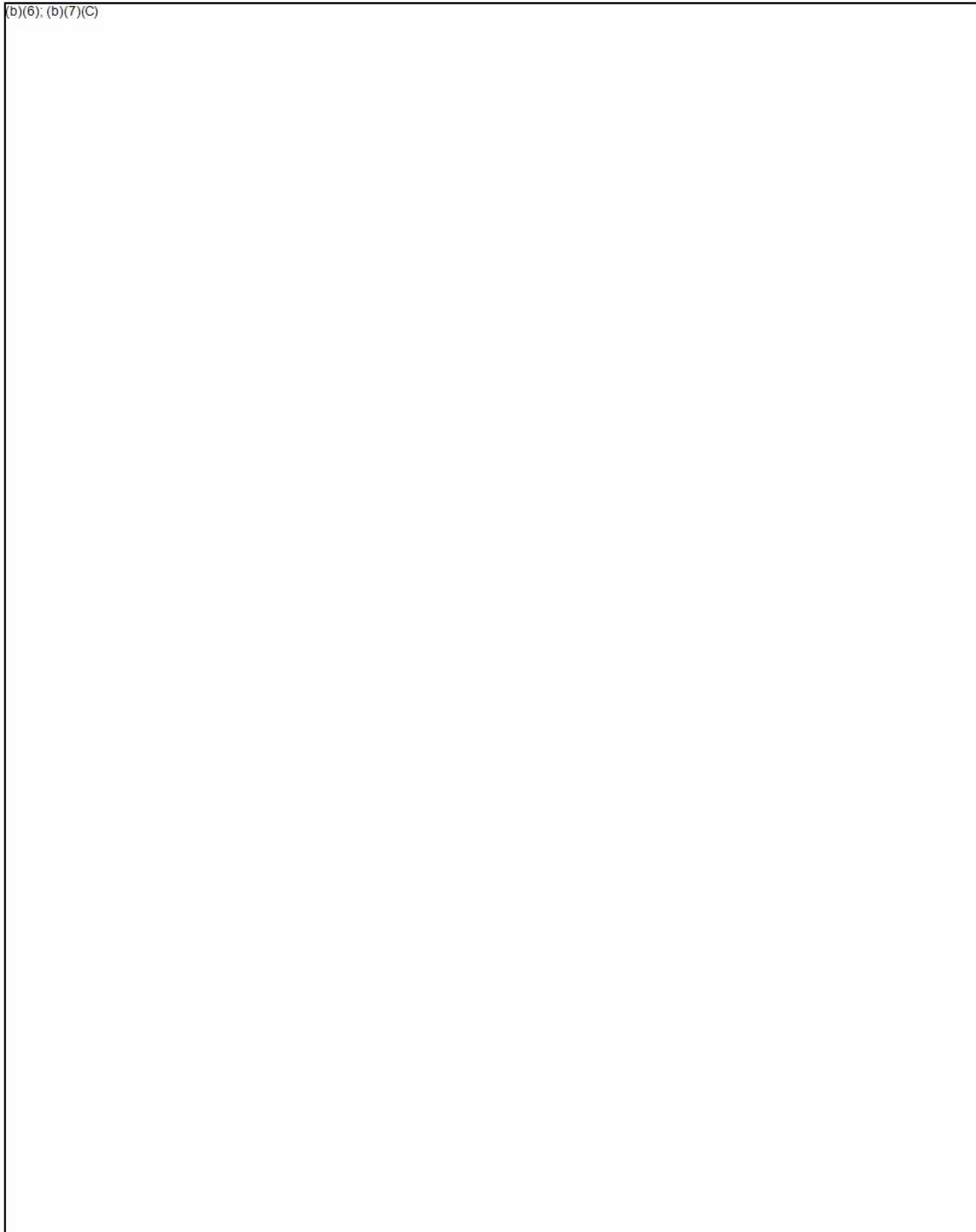
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



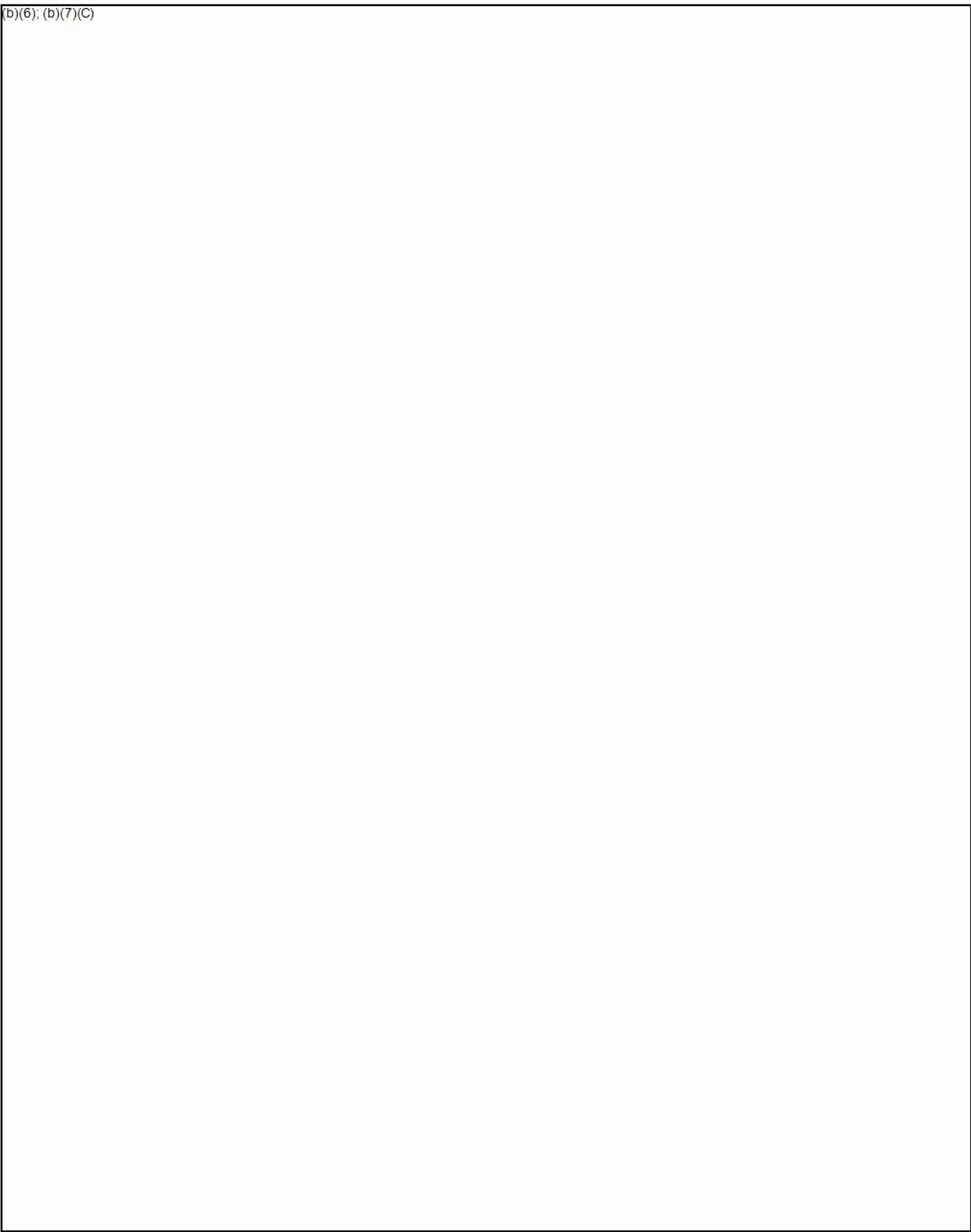
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



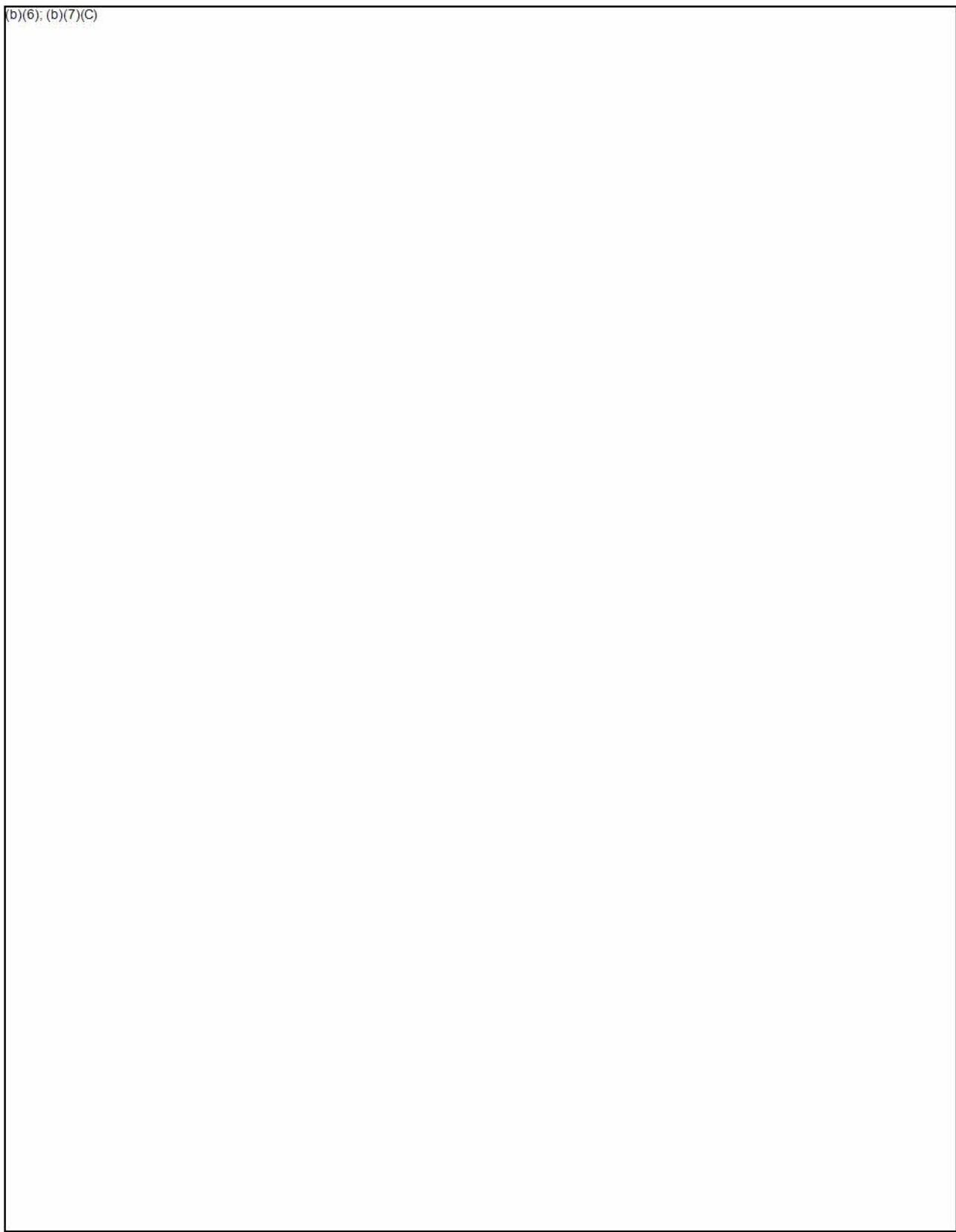
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



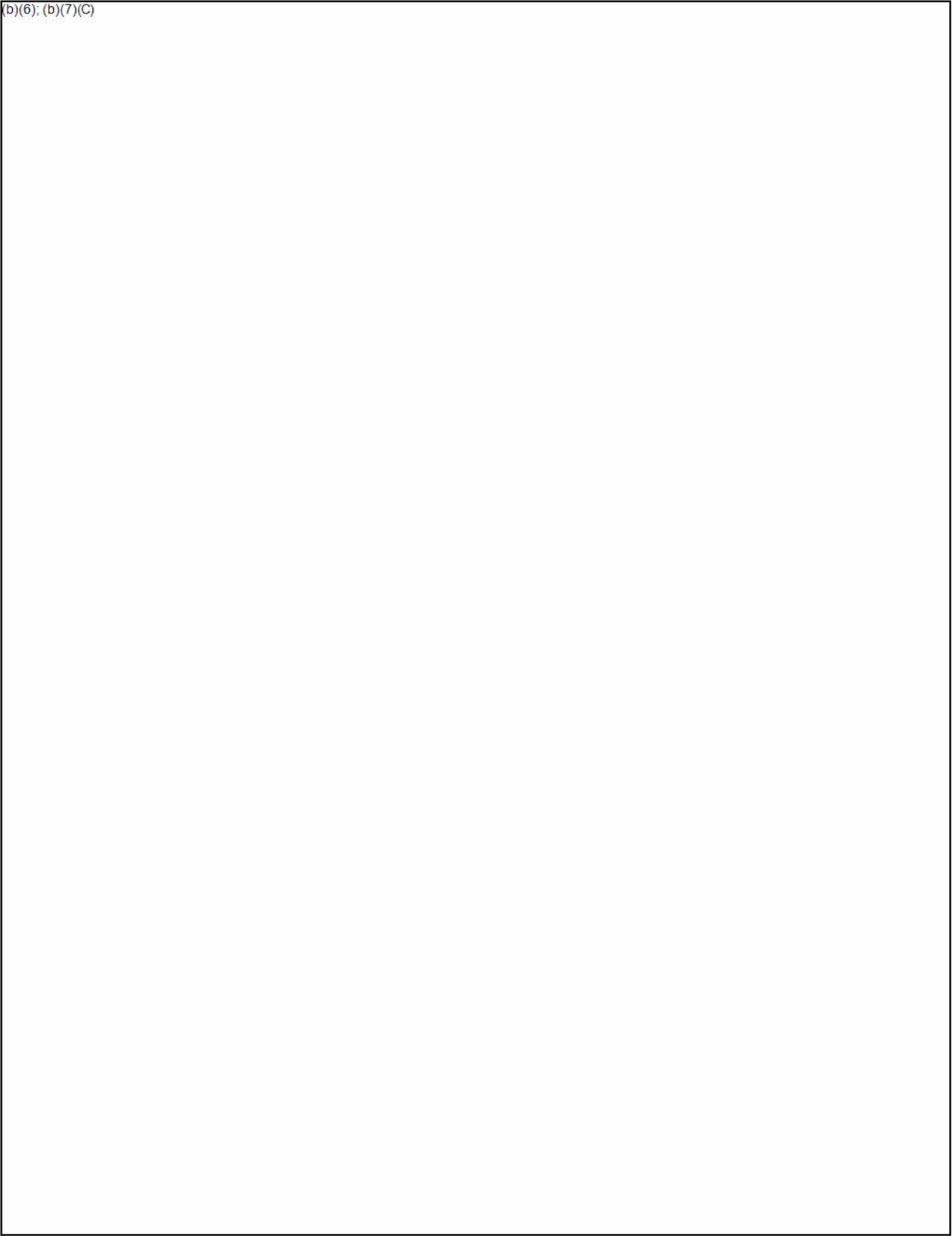
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



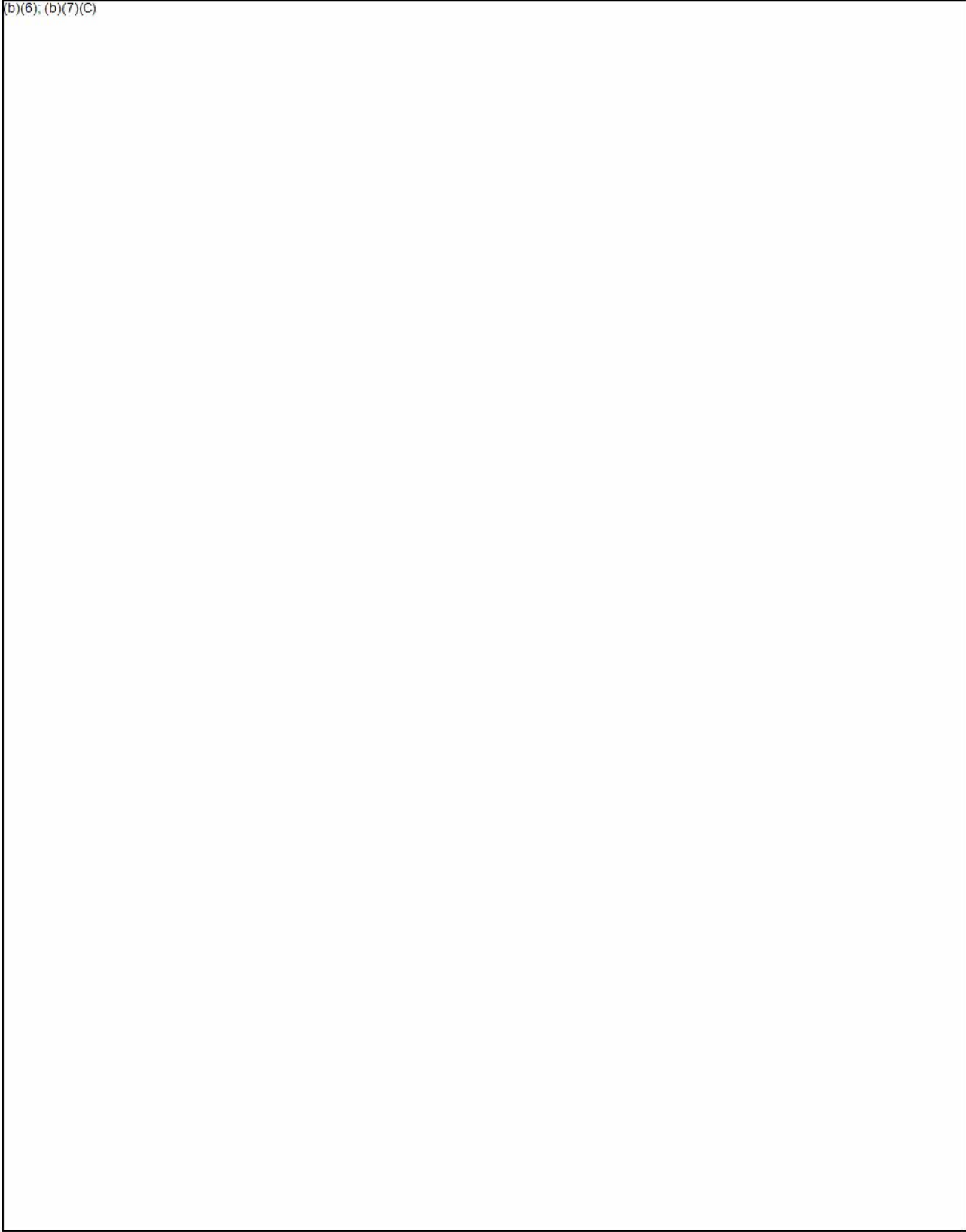
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



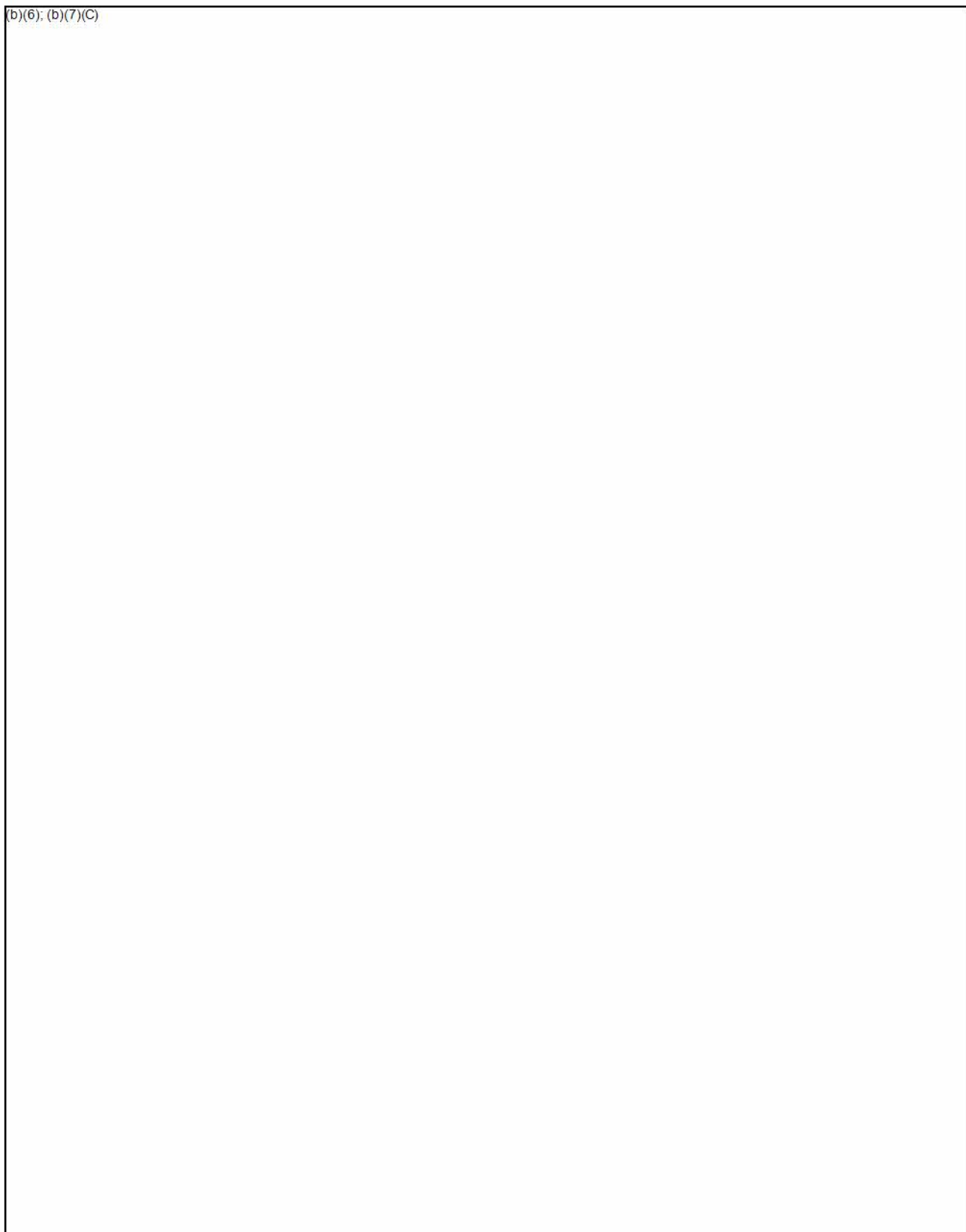
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



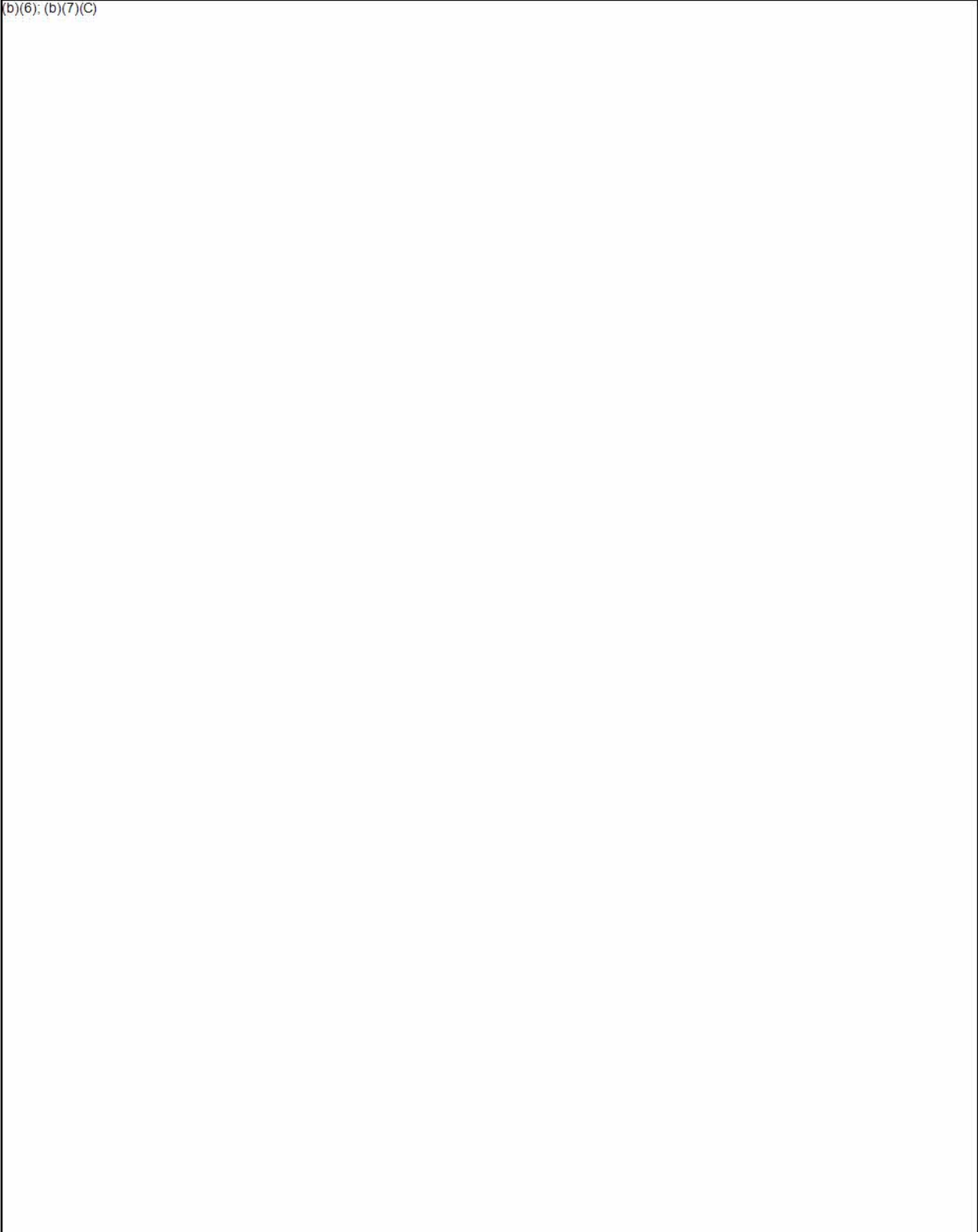
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



SAIG-IN (21-00006)

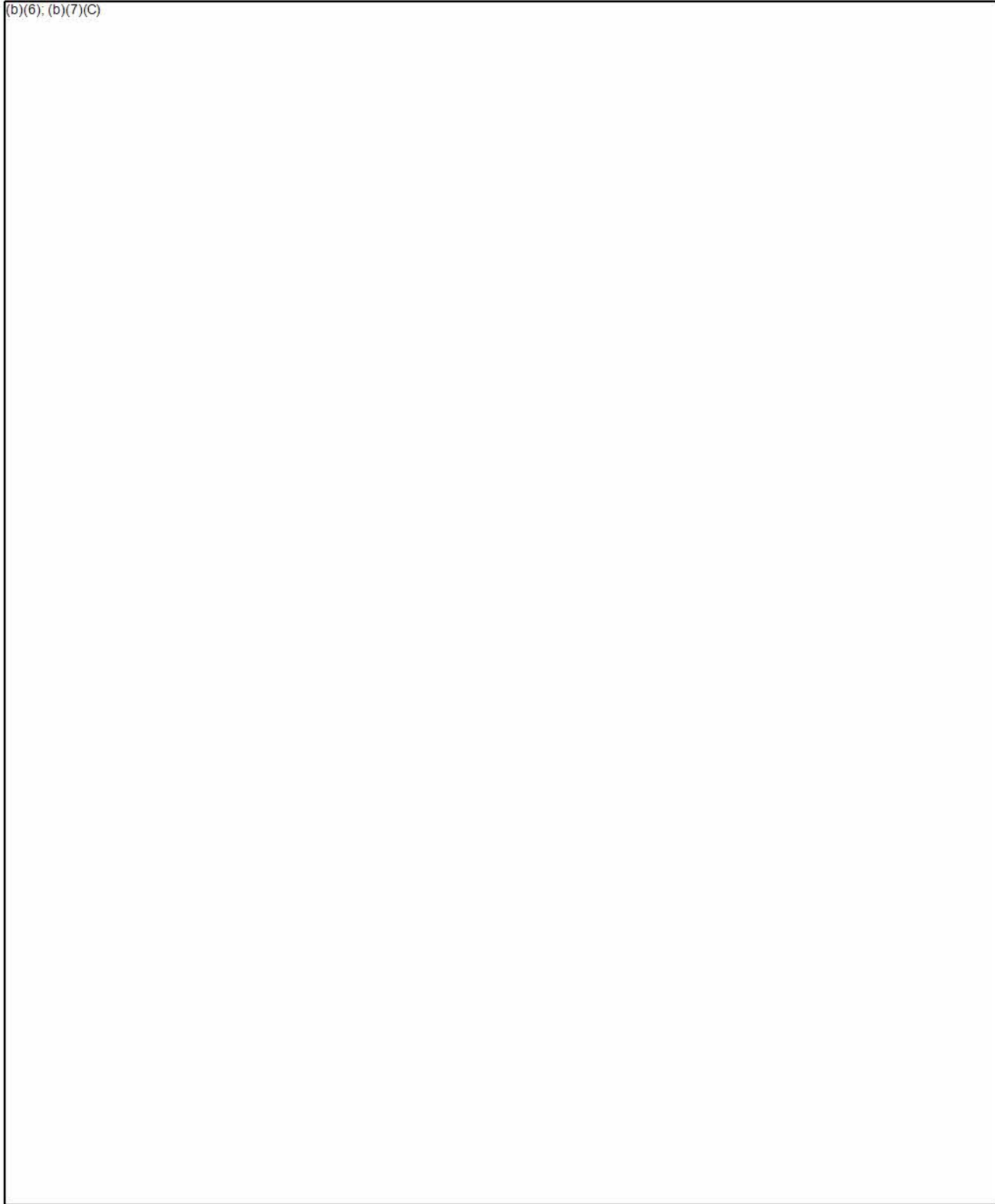
(b)(6); (b)(7)(C)



~~CUU~~

SAIG-IN (21-00006)

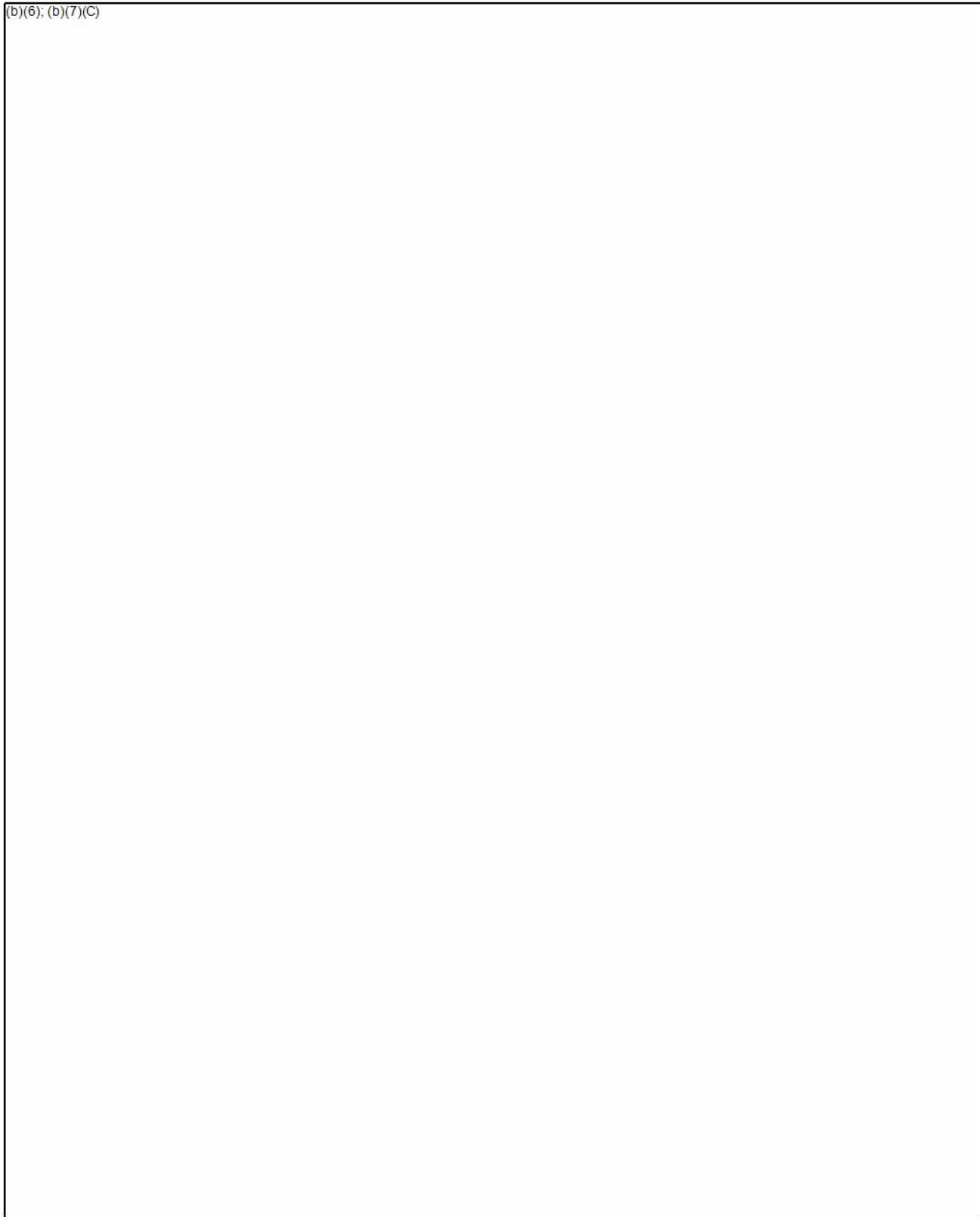
(b)(6); (b)(7)(C)



~~CUU~~

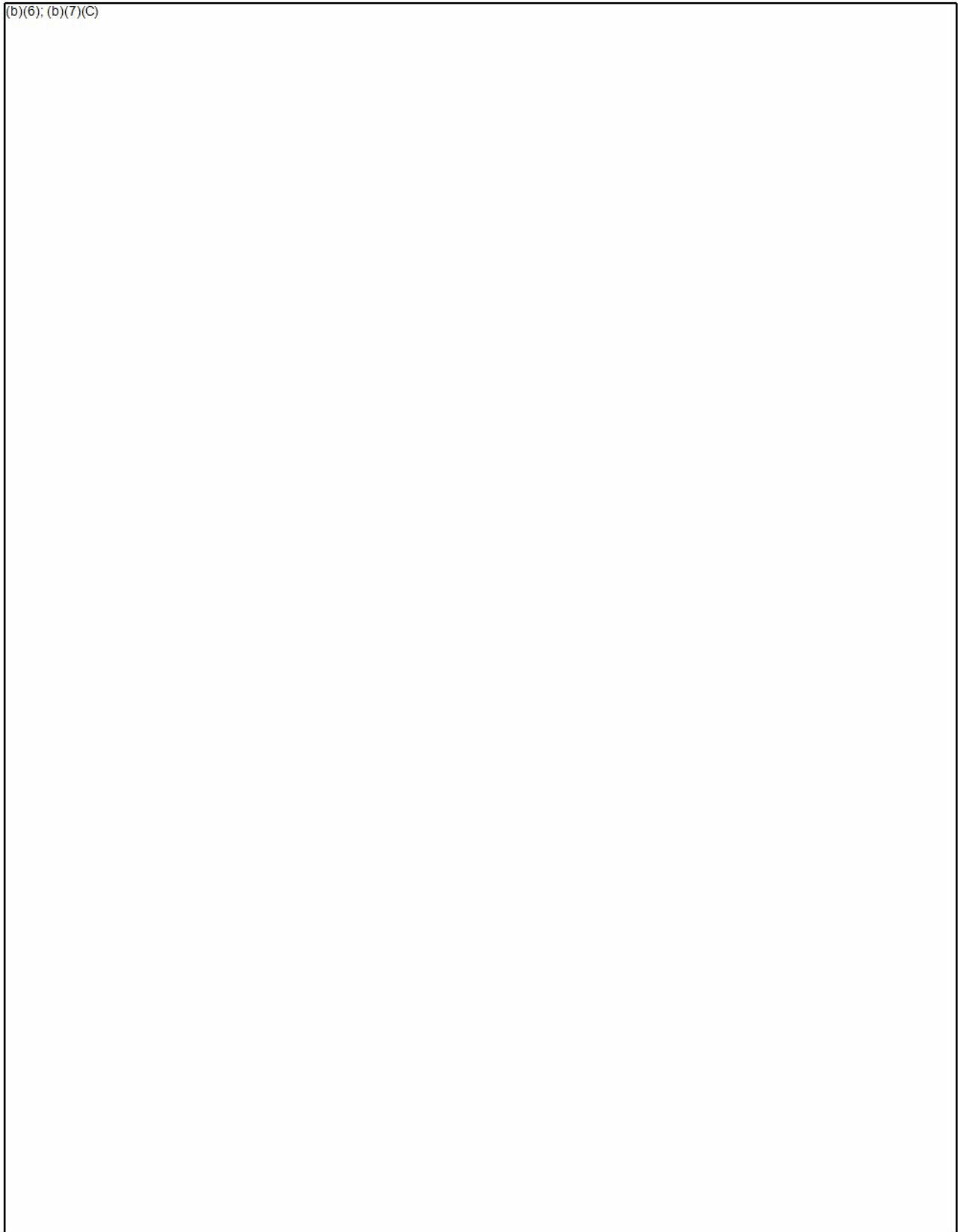
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



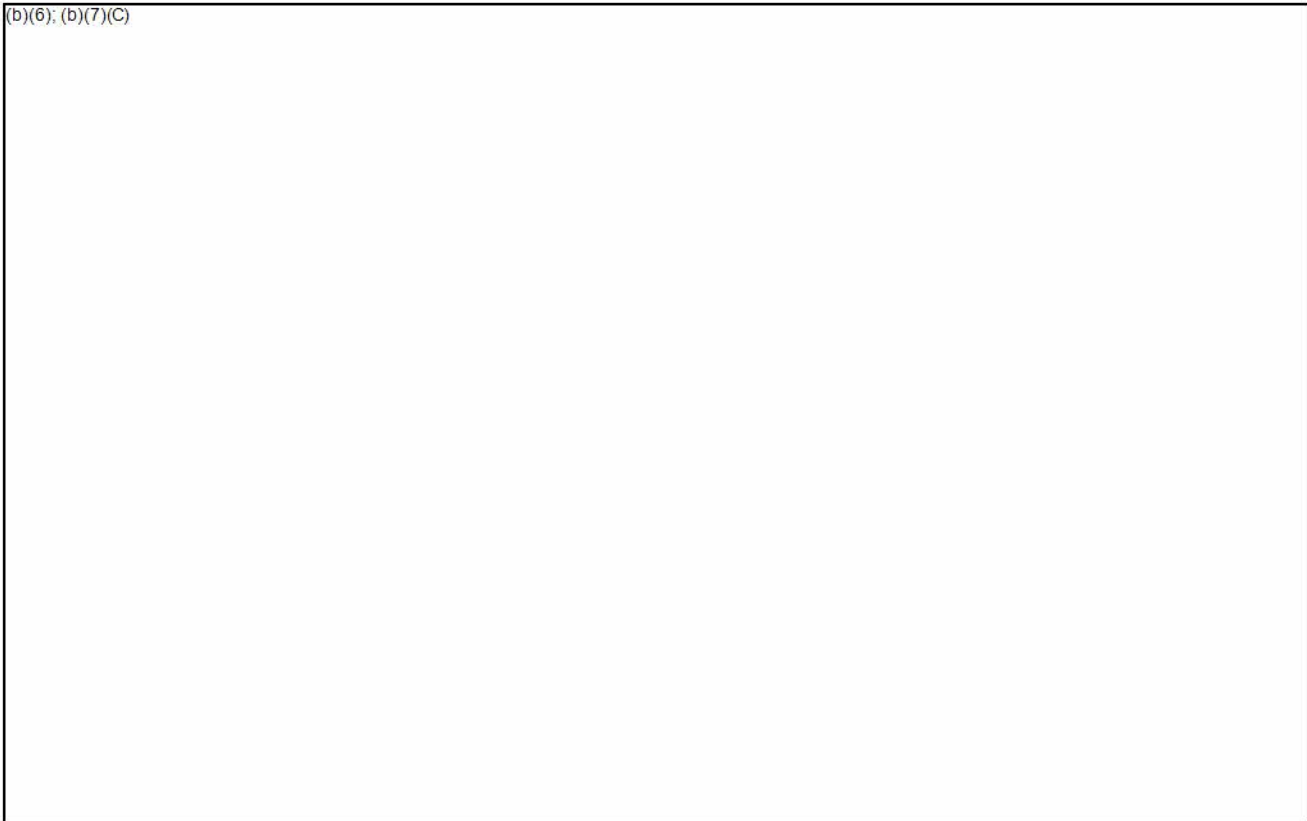
SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



SAIG-IN (21-00006)

(b)(6); (b)(7)(C)



SAIG-IN (21-00006)

**RECOMMENDATIONS:**

1. This report be approved and the case closed.
2. Refer this report to the Judge Advocate General for appropriate action.
3. Record the allegation that MG Donahoe failed to display Army values and core leader competencies on social media platforms in violation of AR 600-100, AR 600-20, AR 360-1, and TRADOC Regulation 350-36, in the IN database, as substantiated.

(b)(6); (b)(7)(C)

(b)(6); (b)(7)(C)

Investigator

APPROVED:

MARTIN.DONNA.WHITLEY  
LEWIS  
DONNA W. MARTIN  
Lieutenant General, USA  
The Inspector General

Digitally signed by  
MARTIN.DONNA.WHITLEY  
Date: 2022.07.28 18:41:54 -04'00'

(b)(6); (b)(7)(C)

SAIG-IN (21-00006)

## LIST OF EXHIBITS

### EXHIBIT      ITEM

#### **A                      Authority/Complaint**

- A-1: Complaint statement with Annexes 1, 3-11 (combined)
- A-2: Directive for Investigation
- A-3: Legal Review

#### **B                      Standards**

- B-1: AR 600-20, Army Command Policy, paragraph 4-19.
- B-2: AR 360-1, The Army Public Affairs Program, paragraph 8-6
- B-3: AR 600-100, Army Profession and Leadership Policy, paragraph 1-5.
- B-4: TRADOC Regulation 350-36, Basic Officer Leader Training Policies and Administration, 20 February 2020, paragraph 3-1d.(1)
- B-5: AR 614-100, Officer Assignments
- B-6: DoDD 7050.06, Military Whistleblower Protections, paragraph 3.

#### **C                      Documents**

- C-1a: Defense Organizational Climate Survey - Jan 2021 - HQ and Staff MCoE
- C-1b: Command Climate Comments - Jan 2021 - HQ and Staff MCoE
- C-2a: Defense Organizational Climate Survey - April 2021 (HHC MCoE)
- C-2b: Command Climate Comments - April 2021 - HHC MCoE
- C-3a: Defense Organizational Climate Survey - January 2022 (HHC MCoE)
- C-3b: Command Climate Comments - Jan 2022 - HHC MCoE
- C-4a: FY21 MCoE IG Morale Assessment Directive (26 MAR 21)
- C-4b: FY21 MCoE IG Morale Assessment Report (Executive-Level Responses)
- C-5a: MCoE First 100 Days CG Assessment
- C-5b: MCoE Vision (21 March 21)
- C-5c: MG Donahoe Command Climate Actions (20 April 21)
- C-5d: MCoE AMG FY2022 Final (1 Jul 21)
- C-5e: MCoE General Order Number 5
- C-6a: Twitter exchange between MG Donahoe and (b)(6); (b)(7)(C)
- C-6b: DAIG - MCoE Strength Manager Email (22-26 Apr 22)

#### **D                      Testimony/Statements**

- D-1: (b)(6); (b)(7)(C) (Complainant) Transcribed Testimony (14 JAN 21)
- D-2a: MG Donahoe (Subject) Transcribed Testimony (13 DEC 21)
- D-2b: MG Donahoe email response to DAIG (17 Feb 22)
- D-2c: MG Donahoe response to DAIG (15 April 2022)
- D-3: Summarized testimony for (b)(6); (b)(7)(C) (15 June 21)
- D-4: Summarized testimony for (b)(6); (b)(7)(C) (25 June 21)
- D-5: Summarized testimony for (b)(6); (b)(7)(C) (1 SEP 21)
- D-6: Summarized testimony for (b)(6); (b)(7)(C) (16 SEP 21)

SAIG-IN (21-00006)

- D-7: Summarized testimony for (b)(6); (b)(7)(C) (27 SEP 21)
- D-8: Summarized testimony for (b)(6); (b)(7)(C) (1 OCT 21)
- D-9: Summarized testimony for (b)(6); (b)(7)(C) (6 OCT 21)
- D-10: Summarized testimony for (b)(6); (b)(7)(C) (18 OCT 21)
- D-11: Summarized statement from SME (b)(6); (b)(7)(C) (27 OCT 21)
- D-12: Summarized Statement MFR (b)(6); (b)(7)(C) (23 FEB 22)
- D-13: Sworn Statement from (b)(6); (b)(7)(C) (30 Aug 21)
- D-14: Sworn Statement from (b)(6); (b)(7)(C) (2 SEP 21)
- D-15: Sworn Statement from (b)(6); (b)(7)(C) (16 SEP 21)

**E**

**Notifications**

- E-1: (b)(6); (b)(7)(C) (Senior Rater)
  - E-2: (b)(6); (b)(7)(C) (Rater)
  - E-3: MG Patrick Donahoe (subject)
- (b)(6); (b)(7)(C)