



DEPARTMENT OF THE ARMY  
HEADQUARTERS, U.S. ARMY AVIATION CENTER OF EXCELLENCE  
2218 6th AVENUE  
FORT RUCKER, AL 36362-5105

Policy Memo 15-05  
28 August 2015

ATZQ-SJA

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Inappropriate Relationships and Fraternalization

1. References:

- a. Manual for Courts-Martial, United States (2012 Edition).
- b. Army Regulation (AR) 25-30, Army Publishing Program, 3 June 2015.
- c. AR 350-1, Army Training and Leader Development, 19 August 2014.
- d. AR 600-20, Army Command Policy, 6 November 2014.
- e. AR 600-105, Aviation Service of Rated Army Officers, 22 June 2010.
- f. U.S. Army Training and Doctrine Command (TRADOC) Regulation (Reg) 350-6, Enlisted Initial Entry Training Policies and Administration, 7 November 2013.
- g. TRADOC Reg 350-36, Basic Officer Leader Training Policies and Administration, 13 January 2014.
- h. USAACE Reg 600-1, Prohibited and Regulated Conduct, 26 July 2010.

2. Prohibited Relationships: USAACE is committed to ensuring our training environment focuses on providing the highest quality, professional training of every student, free from the unnecessary distractions of fraternization. New USAACE guidance pertaining to inappropriate relationships and fraternization will be incorporated into a revised version of USAACE Reg 600-1. In the interim, the existing provisions of AR 600-20, TRADOC Reg 350-6, and TRADOC Reg 350-36 govern relationships between Soldiers of different grades, and between enlisted initial entry training (IET) trainees, officer initial military training (IMT) students in training, and permanent party personnel on Fort Rucker.

a. AR 600-20, paragraphs 4-14, 4-15, and 4-16, specifically govern prohibited relationships and fraternization between Soldiers of different grades, whether Active or Reserve components, regardless of gender; as well as other prohibited relationships (e.g., permanent party and IET trainees, ongoing business relationships, dating or shared living accommodations, intimate or sexual relationships, and gambling). Excerpts of these provisions are at appendix A.

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b. Prohibited relationships between cadre and IET trainees is also governed by TRADOC Reg 350-6. Excerpts of TRADOC Reg 350-6, paragraph 2-6.d., and the Glossary definition of "cadre" are at appendix B.

c. TRADOC Reg 350-36 governs relationships involving cadre and officer IMT students. Per paragraph 1-1 of TRADOC Reg 350-36, IMT includes branch specific and technical training (e.g., initial flight training), the Warrant Officer Basic Course, and Warrant Officer Candidate School conducted on Fort Rucker. Excerpts of TRADOC Reg 350-36, paragraph 4-3.c., and the Glossary definition of "cadre" are at appendix C.

3. Supplementation Prohibited: AR 25-30, paragraph 3-10, prohibits a subordinate command from supplementing a superior command's regulation unless the subordinate command obtains prior approval to supplement from the superior command. Additionally, both TRADOC Reg 350-6 and TRADOC Reg 350-36 contain language expressly prohibiting supplementation without prior approval of the TRADOC Deputy Commanding General - Initial Military Training (DCG-IMT). Therefore, Commanders cannot supplement or impose additional restrictions, caveats, or exceptions to the existing regulatory provisions without my written approval. Such requests will be staffed through the Office of the Staff Judge Advocate for my consideration.

4. Article 134, Uniform Code of Military Justice (UCMJ): Nothing in this policy changes the applicability of Article 134, UCMJ, which prohibits fraternization between all officers and enlisted Soldiers.

5. The proponent for this policy is the Administrative and Civil Law Division, Office of the Staff Judge Advocate, at 334-255-3308.

6. This memorandum supersedes Policy Memo 12-05, dated 2 November 2012, and will remain in effect until changed or formally rescinded.

7. "Above the Best"

3 Encls  
as



MICHAEL D. LUNDY  
Major General, USA  
Commanding

DISTRIBUTION:  
A, B

APPENDIX A  
EXCERPT OF AR 600-20

AR 600-20, paragraphs 4-14, 4-15, and 4-16, state:

**4-14. Relationships between Soldiers of different grade**

a. The term “officer” used in this paragraph includes both commissioned and WOs unless otherwise stated. The term “noncommissioned officer” refers to a Soldier in the grade of corporal to command sergeant major/sergeant major. The term “junior enlisted Soldier” refers to a Soldier in the grade of private to specialist. The provisions of this paragraph apply to both relationships between Soldiers in the Active and Reserve Components and between Soldiers and personnel of other military Services. This policy is effective immediately, except where noted below, and applies to opposite-gender relationships and same-gender relationships.

b. Soldiers of different grades must be cognizant that their interactions do not create an actual or clearly predictable perception of undue familiarity between an officer and an enlisted Soldier, or between an NCO and a junior-enlisted Soldier. Examples of familiarity between Soldiers that may become “undue” can include repeated visits to bars, nightclubs, eating establishments, or homes between an officer and an enlisted Soldier, or an NCO and a junior-enlisted Soldier, except for social gatherings, that involve an entire unit, office, or work section. All relationships between Soldiers of different grade are prohibited if they —

(1) Compromise, or appear to compromise, the integrity of supervisory authority or the chain of command.

(2) Cause actual or perceived partiality or unfairness.

(3) Involve, or appear to involve, the improper use of grade or position for personal gain.

(4) Are, or are perceived to be, exploitative or coercive in nature.

(5) Create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.

c. Certain types of personal relationships between officers and enlisted Soldiers, or NCOs and junior enlisted Soldiers, are prohibited. Prohibited relationships include the following:

(1) Ongoing business relationships between officers and enlisted personnel, or NCOs and junior enlisted Soldiers. This prohibition does not apply to landlord/tenant relationships or to one-time transactions such as the sale of an automobile or house, but does apply to borrowing or lending money, commercial solicitation, and any other type of

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ongoing financial or business relationship. Business relationships between NCOs and junior enlisted Soldiers that exist at the time this policy becomes effective and that were authorized under previously existing rules and regulations, are exempt provided the individuals are not in the same unit or chain of command and the relationship does not meet the criteria listed in paragraph 4-14.b. (1 through 5). In the case of ARNG or U.S. Army Reserve personnel, this prohibition does not apply to relationships that exist due to their civilian occupation or employment.

(2) Dating, shared living accommodations other than those directed by operational requirements, and intimate or sexual relationships between officers and enlisted personnel, or NCOs and junior enlisted Soldiers. This prohibition does not apply to the following:

(a) When evidence of fraternization between an officer and enlisted member or an NCO and a junior enlisted Soldier prior to their marriage exists, their marriage does not preclude appropriate command action based on the prior fraternization. Commanders have a wide range of responses available including counseling, reprimand, order to cease, reassignment, administrative action, or adverse action. Commanders must carefully consider all of the facts and circumstances in reaching a disposition that is appropriate. Generally, the commander should take the minimum action necessary to ensure that the needs of good order and discipline are satisfied.

(b) Situations in which a relationship that complies with this policy would move into noncompliance due to a change in status of one of the members (for instance, a case where two junior enlisted members are dating and one is subsequently commissioned or selected to be a WO, commissioned officer, or NCO). In relationships where one of the enlisted members has entered into a program intended to result in a change in his or her status from enlisted to officer or junior enlisted Soldier to NCO, the couple must terminate the relationship permanently or marry within one year of the date of the appointment or the change in status occurs.

(c) Personal relationships between members of the National Guard or Army Reserve, when the relationship primarily exists due to civilian acquaintanceships, unless the individuals are on [Active Duty] (other than [Annual Training]), on [Full-time National Guard Duty (FTNGD)] (other than AT), or serving as a dual status military technician.

(d) Personal relationships between members of the RA and members of the National Guard or Army Reserve when the relationship primarily exists due to civilian association and the RC member is not on AD (other than AT), on FTNGD (other than AT), or serving as a dual status military technician.

(e) Prohibited relationships involving dual status military technicians, which were not prohibited under previously existing rules and regulations, are exempt until 1 March 2015.

(f) Soldiers and leaders share responsibility for ensuring that these personal relationships do not interfere with good order and discipline. Commanders will ensure that

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personal relationships that exist between Soldiers of different grades emanating from their civilian careers will not influence training, readiness, or personnel actions.

(3) Gambling between officers and enlisted personnel, or NCOs and junior enlisted Soldiers.

d. These prohibitions are not intended to preclude unit based normal team building or activity based on interaction which occurs in the context of community based, religious, or fraternal associations such as scouting, youth or adult sports leagues or teams; membership in organizations such as the Masons or Elks; religious activities including chapel, church, synagogue, mosque, or religious education; Family gatherings; unit-based social functions; or athletic events.

e. All military personnel share the responsibility for maintaining professional relationships. However, in any relationship between Soldiers of different grade or rank, the senior member is generally in the best position to terminate or limit the extent of the relationship. Nevertheless, all members may be held accountable for relationships that violate this policy.

f. Commanders should seek to prevent inappropriate or unprofessional relationships through proper training and personal leadership. Commanders have a wide range of responses available should inappropriate relationships occur. These responses may include counseling, reprimand, order to cease, reassignment, or adverse action. Potential adverse action may include official reprimand, adverse evaluation report(s), nonjudicial punishment, separation, bar to reenlistment, promotion denial, demotion, and courts martial. Commanders must carefully consider all of the facts and circumstances in reaching a disposition that is warranted, appropriate, and fair.

#### **4-15. Other prohibited relationships**

a. *Trainee and Soldier relationships.* Any relationship between permanent party personnel and initial entry training trainees not required by the training mission is prohibited. This prohibition applies to permanent party personnel without regard to the installation of assignment of the permanent party member or the trainee.

b. *Recruiter and recruit relationships.* Any relationship between permanent party personnel assigned or attached to the U.S. Army Recruiting Command or National Guard recruiting program, and potential prospects, applicants, members of the DEP, or members of the Delayed Training Program not required by the recruiting mission is prohibited. This prohibition applies to U.S. Army Recruiting Command and National Guard recruiting personnel without regard to the unit of assignment of the permanent party member and the potential prospects, applicants, DEP members, or Delayed Training Program members.

c. *Training commands.* Training commands (for example, TRADOC and AMEDDC) and the U.S. Army Recruiting Command are authorized to publish supplemental regulations

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to paragraph 4-15, which further detail proscribed conduct within their respective commands.

**4-16. Fraternalization**

Violations of paragraphs 4-14.b., 4-14.c., and 4-15 may be punished under Art. 92, UCMJ, as a violation of a lawful general regulation.

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APPENDIX B  
EXCERPTS OF TRADOC REG 350-6

TRADOC Reg 350-6, paragraph 2-6.d., states:

d. Prohibited relationships.

(1) *Cadre and Trainee*. Any relationship between permanent party and any Trainee, not required by the training mission is prohibited IAW AR 600-20, paragraph 4-15. This definition includes and is not limited to dating IET Soldiers, writing personal letters, text messages, e-mails, exchanging personal communications on social media, having personal telephone conversations unrelated to the training mission, playing cards, gambling, dancing, entertaining in personal residences, sharing accommodations in a hotel/motel, transporting in a POV, or any other conduct of a personal or sexual nature.

(2) Cadre personnel are prohibited from "Friending" or requesting to be a "Friend" of Trainees through use of personal social media outlets/networking sites (that is, Facebook, MySpace, etc.). However, social media outlets/networking sites, such as official unit sponsored pages directed at conveying official Army information, communications, or activities may be used for official/professional communication between cadre and Trainee.

(3) *Trainee*. Any relationship between Trainees not required by the training mission is prohibited IAW AR 600-20, paragraph 4-15. This definition includes and is not limited to the activities in subparagraph (1) above.

TRADOC Reg 350-6, Glossary:

Cadre: All military, permanent party members, or civilian personnel that command, supervise, instruct, train, or directly support IET Soldiers.

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APPENDIX C  
EXCERPTS OF TRADOC REG 350-36

TRADOC Reg 350-36, paragraph 4-3.c., states:

c. *Sexual Harassment, fraternization, inappropriate or unprofessional relationships.* This conduct is explicitly forbidden IAW AR 600-20 and may violate local regulations. These offenses are contrary to the principles of the Army Profession and are punishable under the Uniform Code of Military Justice.

(1) This does not preclude the normal exchange of military courtesies, the standard courtesies extended at command sponsored functions, participating in religious activities, or activities specifically approved by the commander, or necessitated by emergency.

(2) *Cadre and Soldiers in Training.* Any relationship between permanent party and any Soldiers in training, not required by the training mission is prohibited IAW AR 600-20, paragraph 4-15. This definition includes and is not limited to dating IMT Soldiers, writing personal letters, text messages, e-mails, exchanging personal communications on social media, having personal telephone conversations unrelated to the training mission, playing cards, gambling, dancing, entertaining in personal residences, sharing accommodations in a hotel/motel, transporting in a privately owned vehicle, or any other conduct of a personal or sexual nature.

(3) Cadre personnel are prohibited from "Friending" or requesting to be a "Friend" of Soldiers in training through use of personal social media outlets/networking sites (that is, Facebook, MySpace, etc.). However, social media outlets/networking sites, such as official unit sponsored pages directed at conveying official Army information, communications, or activities may be used for official/professional communication between cadre and Soldiers in training.

(4) *Soldiers in training.* Any relationship between Soldiers in training not required by the training mission is prohibited IAW AR 600-20, paragraph 4-15. This definition includes and is not limited to the activities in subparagraph (2) above.

TRADOC Reg 350-36, Glossary:

Cadre: All military, permanent party members, or civilian personnel that command, supervise, instruct, train, or directly support IMT Soldiers.