DEPARTMENT OF THE ARMY
HEADQUARTERS EASTERN REGION
UNITED STATES ARMY CADET COMMAND
BLDG 203, OLD IRONSIDES AVENUE
FORT KNOX, KY 40121-5610

REPLY TO ATTENTION OF:

ATOE-ZC

15 May 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Eastern Region Policy Letter 11 – **Standards of Conduct for Department of the Army Personnel, Improper Behavior**

1. Reference. AR 600-20, Army Command Policy, 13 May 2002.

2. Purpose. Provide command policy regarding improper relationships.

3. Many personnel appear to have the erroneous impression that fraternization is limited to sexual activity, and that social contact or relationships in any other form are permissible. Fraternization is not limited to gender issues. Fraternization deals with any relationship between superiors and subordinates. Military personnel must recognize that any form of social contact which is actual or perceived as favoritism, preferential treatment, or exploitation by rank is improper.

4. The prohibition against fraternization is based on a long-standing custom of the service. Relations between officers and enlisted soldiers on terms of military equality may constitute the offense of fraternization. Fraternization is punishable under the provisions of Article 134 Uniform Code of Military Justice (UCMJ) and Manual for Courts-Martial (MCM), part IV, paragraph 83, (1995 Edition).

5. The Army's policy on improper relationships is contained in AR 600-20. Paragraph 4-14 states that relationships between soldiers of different ranks, which cause an actual or clearly predictable adverse impact upon discipline, authority, or morale, will be avoided. Within the Eastern Region, the same policy applies equally to relationships between cadre and cadets.

6. The guidance in paragraph 7 below is provided in order to establish clear rules on what constitutes an improper relationship. Rules alone are not sufficient to eliminate improper relationships. An organizational atmosphere, which does not condone improper relationships, is essential. The success of this policy is dependent upon implementation at every level. Be vigilant, and take prompt corrective or punitive action when appropriate.

7. It is unlawful for an officer or enlisted soldier assigned/attached to or performing duties in any capacity within any battalion, brigade, or the region headquarters, to:

a. Attend private parties with cadets, unless the battalion or higher echelon commander authorizes attendance at the party.

This memorandum supersedes Eastern Region Policy Letter 21, dated 1 Oct 03

b. Date or solicit dates from subordinates, to include cadets.

c. Visit the personal residence of cadets, unless authorized by the battalion or higher echelon commander.

d. Invite cadets to personal residence, unless authorized by the battalion or higher echelon commander.

e. Inappropriately touch or engage in any form of sexual activity with subordinates, to include cadets.

f. Employ, paid or unpaid, cadets to perform any personal service for themselves or family members.

g. Otherwise associate with cadets, on terms of military equality, in circumstances which would constitute "fraternization" as defined in Article 134 (UCMJ), and MCM, part IV, paragraph 83, (1995 Edition), if the same conduct were engaged in with an enlisted person.

8. The region policy regarding alcoholic beverages at ROTC social functions is addressed in Eastern Region Policy Letter 15.

9. Personnel subject to the UCMJ who violate the provisions of this memorandum are subject to punishment under the UCMJ, as well as to adverse administrative action.

10. "COMMITTED TO EXCELLENCE!"

ROBERT J. FRUSHA
COL, IN
Commanding

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