

FACT SHEET

SUBJECT: Improper Senior/Subordinate or Officer/Enlisted Relationships

1. Under AR 600-20, paragraph 4-14, certain relationships between Soldiers of different rank and between officer and enlisted personnel are prohibited. For purposes of the policy, the term officer includes both commissioned and warrant officers. The policy also applies to both relationships between Army personnel and between Army personnel and personnel of other military services.
2. Relationships between Soldiers of different rank are prohibited if they:
 - a. Compromise, or appear to compromise, the integrity of supervisory authority or the chain of command.
 - b. Cause actual or perceived partiality or unfairness.
 - c. Involve, or appear to involve, the improper use of rank or position for personal gain.
 - d. Are, or are perceived to be, exploitative or coercive in nature.
 - e. Create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.
3. Certain types of personal relationships between officers and enlisted personnel are prohibited. Prohibited relationships include:
 - a. Ongoing business relationships between officers and enlisted personnel. 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 on-going financial or business relationship.
 - b. Dating, shared living accommodations other than those directed by operational requirements, and intimate or sexual relationships between officers and enlisted personnel. This prohibition does not apply to:
 - (1) Marriages. When evidence of fraternization between an officer and enlisted member prior to their marriage exists, however, their marriage does not preclude appropriate command action based on the prior fraternization.
 - (2) Situations where the status of one of the members in a relationship changes (for instance, a case where two enlisted members are dating and one is subsequently commissioned or selected as a warrant officer). In relationships where one of the enlisted members has entered

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into a program intended to result in a change in their status from enlisted to officer, the couple must terminate the relationship permanently or marry within either one year of the actual start date of the program, before the change in status occurs.

(3) Personal relationships between members of the Regular Army and members of the National Guard or Army Reserve when the relationship primarily exists due to civilian association and the Reserve component member is not on active duty (other than annual training), on full-time National Guard duty (other than annual training), or serving as a dual status military technician.

c. Gambling between officers and enlisted personnel.

4. The policy is not intended to preclude normal team building associations that occur in the context of activities such as community organizations, religious activities, family gatherings, unit-based social functions, or athletic teams or events.

5. All military personnel share the responsibility for maintaining professional relationships and all members may be held accountable for relationships that violate this policy. 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.

6. Violations of this policy may be punished under Article 92, UCMJ, as a violation of a lawful general regulation.

7. POC is CPT Travis Sommer, Trial Counsel, at 263-4041