



DEPARTMENT OF THE ARMY
UNITED STATES MILITARY ACADEMY PREPARATORY SCHOOL
950 REYNOLDS ROAD
WEST POINT, NEW YORK 10996



MAPS-C

01 July 2016

MEMORANDUM FOR RECORD

SUBJECT: Policy Letter #10 Inappropriate Relationships and Fraternization

REFERENCES:

- a. AR 600-20, Army Command Policy, Chapter 4, dated 6NOV 14.
- b. Manual for Courts-Martial United States, dated 2012
- c. USMA Policy, Inappropriate Relationships and Fraternization, dated 19AUG 13

1. **PURPOSE:** The purpose of this policy is to inform Soldiers (includes Faculty/Staff, Cadets, and Cadet Candidates), Civilian Employees, and Contractors that any form of fraternization will not be tolerated and serves as destructive mechanism that breaks down the good order and discipline of any military organization.

2. **APPLICABILITY:** This policy applies to all personnel assigned or attached to USMAPS until further modified or rescinded.

3. **BACKGROUND:** There is no place in the Army or at USMAPS for fraternization and other inappropriate relationships between Soldiers and Staff and Faculty. A recent review of misconduct across the Army has revealed a trend of incidents involving inappropriate relationships between Soldiers of different rank. When Leaders are involved in inappropriate relationships with their subordinates, the chain of command is compromised and so is our strength as an Army. Leaders must choose their relationships cautiously. Even the appearance of an inappropriate relationship can have the same negative result as an actual inappropriate relationship. I require every Leader at USMPS to know what relationships are prohibited and to enforce compliance throughout their units.

This policy letter does not serve to disrupt or prevent the strong bonds that occur between the "leader" and the "lead," but to reinforce that fraternization between ranks breaks down the good order and discipline of all organizations and therefore will not be tolerated. If there is a question of where a unit event is infringing or violating this lawful order, then seek out your chain-of-command or myself for clarification. This memo will be permanently posted on all company bulletin boards.

4. POLICY:

- a) Army Regulation 600-20, Army Command Policy, paragraphs 4-14 and 4-15 define what relationships are prohibited.

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(1) 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, exploitive 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.

(2) In addition to the prohibited relationships above, certain types of personal relationships between officers (including warrant officers) and enlisted members are specifically prohibited. Prohibited relationships include:

- (a) Ongoing business relationships, to include: borrowing or lending money and commercial solicitation are prohibited. This prohibition does not apply to landlord/tenant relationships or to one-time transactions, such as the sale of a vehicle or house.
- (b) Dating, shared living accommodations, and other than those directed by operational requirements, and intimate or sexual relationships between officers and enlisted members. (Note that this prohibition would not apply in a situation where two enlisted members are dating, get married, and one is subsequently commissioned.)
- (c) Gambling between officers and enlisted members.

b) The United States Corps of Cadets Standard Operating Procedure Card 100 – Professional and Personal Relationships - prohibits specific relationships involving cadets.

(1) Cadets may not date or engage in an overly familiar relationship with United States Military Academy Preparatory School (USMAPS) Cadet Candidates.

- (a) Article 134 (Fraternization) of the Manual of Courts Martial states that the accused is fraternizing in terms to disrupt military equality with one or more certain junior service member(s). This policy letter serves as an official order to state that, in addition to

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commissioned and warrant officers, Senior NCOs (SFC and above), NCOs (SSG, SGT and CPL), and enlisted (SPC and below) will not fraternize between their respective rank cohorts, whether on or off-duty.

(b) I retain disciplinary authority over all misconduct involving all Officers and NCO fraternization cases. Depending on the rank of the Soldier involved and the amount of punishment I may invoke, I may refer the Officer and/ or Senior NCO to the Superintendent on charges.

4. POINT OF CONTACT: The primary POC for this policy is the USMAPS Deputy Commandant at (845) 938-1902.



CHRISTOPHER L. BUDIHAS
COL, IN
28th Commandant