



**DEPARTMENT OF THE ARMY**  
WARRIOR TRANSITION UNIT  
U.S. ARMY MEDICAL DEPARTMENT ACTIVITY  
WEST POINT, NEW YORK 10996-1197

REPLY TO  
ATTENTION OF:

MCUD-WTU

16 June 2010

MEMORANDUM FOR Personnel Assigned/Attached to Warrior Transition Unit, West Point, New York 10996

SUBJECT: Policy Memorandum #9, Fraternalization

1. **Reference:** Army Regulation 600-20, Army Command Policy
2. **Purpose:** To establish policy concerning fraternalization pertaining to Soldiers of this command.
3. Army fraternalization policies are contained in Army Regulation 600-20, Army Command Policy. The below provisions pertain to both relationships between Army personnel and between Army personnel and personnel of other military services. This policy applies to different-gender relationships and same-gender relationships.
4. Following are prohibited relationships:
  - a. Relationships between Soldiers of different rank 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 rank 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.
  - b. Certain types of personal relationships between officers and enlisted personnel are prohibited, even if they don't meet the above criteria. Prohibited relationships include:
    - (1) 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 ongoing financial or business relationship. In the case of Army National Guard or United States Army Reserve personnel, this prohibition does not apply to relationships that exist due to their civilian occupation or employment.

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(2) 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:

- i. Marriages that predate the effective date of the Army's fraternization policy.
- ii. Situations in which a relationship which 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 enlisted members are married and one is subsequently commissioned or selected as a Warrant Officer).
- iii. Personal relationships outside of marriage 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) or Full-time National Guard duty (other than annual training).
- iv. Personal relationships outside of marriage between members of the Regular Army and members of the National Guard or Army Reserve when the relationships primarily exists due to civilian association and the Reserve component member is not on active duty (other than annual training) or Full-time National Guard duty (other than annual training).
- v. Soldiers and leaders share responsibility, however, for ensuring that these relationships do not interfere with good order and discipline. Commanders will ensure that personal relationships which exist between influence training, readiness, or personnel actions.
- vi. Gambling between officers and enlisted personnel.

c. These prohibitions are not intended to preclude normal team building associations which 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. However, in any relationship between Soldiers of different grade/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.

6. Leaders will seek to prevent inappropriate or unprofessional relationships through proper training and leadership by example. Should inappropriate relationships occur, there is a wide range of responses, including counseling, reprimand, order to cease, reassignment, or adverse action. Potential adverse action may include official reprimand, adverse evaluation report(s), non judicial punishment, separation, bar to reenlistment, promotion denial, demotion and courts martial.

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7. We must remember that our friendships and relationships involve many of the Soldiers we serve and thus recognize that while in uniform, we are members of the Armed Forces and must comply with regulations that govern our performance as professionals.

8. Point of contact is the undersigned at (845) 938-0264.



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