



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 10TH MOUNTAIN DIVISION (LIGHT INFANTRY) AND FORT DRUM  
FORT DRUM, NEW YORK 13602-5000

AFDR-CG

9 September 2021

MEMORANDUM FOR RECORD

SUBJECT: Division Policy Memorandum #20: Fraternalization

1. References.

- a. Manual for Courts-Martial, 2019 Edition.
- b. Army Regulation (AR) 600-20, Army Command Policy, dated 24 July 2020.

2. Good order and discipline is imperative to the success of military organizations. Unit cohesion is hampered anytime relationships between unit members compromises the chain of command. If Soldiers believe that the chain of command is partial, unfair, uses rank for personal gain, or is exploitive or coercive in nature, discipline breaks down and cohesion is destroyed. Damage to the unit occurs when the chain of command is compromised and even when Soldiers simply believe it has been compromised. The leader must be counted on to use good judgment, experience, and discretion to draw the line between relationships that are “destructive” and those that are “constructive.”

3. Soldiers of different grades must be aware that their actions do not create an actual or clearly predictable perception of undue familiarity between an officer and an enlisted Soldier, or between a non-commissioned officer and a junior enlisted Soldier. Examples of undue familiarity could include one or more visits to bars, night-clubs, eating establishments, or homes, except for social gatherings that involve an entire unit, office, or work section. All relationships between Soldiers of different grades 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 grade or 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.

AFDR-CG

SUBJECT: Division Policy Memorandum #20: Fraternalization

4. 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 are strictly prohibited unless specifically exempted by regulation.

5. Prohibited personal, intimate, or sexual relationships include those relationships conducted in person; through a third person; or via cards, letters, emails, telephone calls, text and instant messaging, video, photographs, social media, social networking, and any other means of communication.

6. 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.

7. 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.

8. This policy is punitive. Violations may subject the individual to adverse administrative action, or punitive action under the Uniform Code of Military Justice.

9. The point of contact for this memorandum is MAJ Robert Kobel, Office of the Staff Judge Advocate, Administrative Law Division at 315-772-6371.

MILFORD H. BEAGLE JR.  
Major General, USA  
Commanding