



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, UNITED STATES ARMY CADET COMMAND AND FORT KNOX  
1ST CAVALRY REGIMENT ROAD  
FORT KNOX, KENTUCKY 40121-5123

REPLY TO  
ATTENTION OF:

ATCC-PA

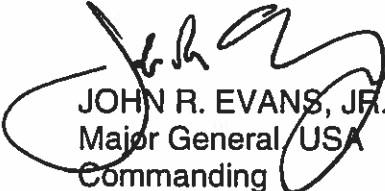
SEP 21 2018

**MEMORANDUM FOR**

Commanders, All Units Reporting Directly to This Headquarters  
Deputy Chiefs of General Staff and Chiefs of Special Staff Offices, HQ USACC

**SUBJECT:** Policy Memorandum 20 – USACC Policy for Cadre and University/College  
Enforced Oaths, Codes, Pledges, or Covenants

1. Certain institutions which host Army ROTC programs may require school faculty and staff members to execute conduct or faith-based pledges. The Army assigns personnel to duty positions without regard to religion, race, gender, or sexual preference. The U.S. Army Cadet Command policy remains that no cadre member is required to sign an institutional oath, code, pledge, or covenant restricting off-duty/off-campus behavior or directing compliance with any particular set of religious beliefs. However, this policy is not intended to prohibit any cadre member from voluntarily electing to sign such if it is consistent with their personal conscience or ethic and is otherwise consistent with law, policy, the ROTC mission, and Army values.
2. If an institution attempts to reject a cadre member from serving in a ROTC program, or denies access to certain data that is ordinarily provided by the school, based solely on the member's refusal to sign such an oath, code, pledge, or covenant, cadre members should provide written notice of that school's action through their brigade leadership to Headquarters, U.S. Army Cadet Command.
3. The proponent for this policy is the Deputy Chief of Staff for Personnel, G-1.

  
JOHN R. EVANS, JR.  
Major General USA  
Commanding