



DEPARTMENT OF THE ARMY
U.S. ARMY GARRISON WHITE SANDS
100 Headquarters Avenue
WHITE SANDS MISSILE RANGE, NEW MEXICO 88002-5000

REPLY TO
ATTENTION OF

MEMORANDUM FOR All DES Personnel assigned to perform training duties in support of the DA Regional Police Academy

SUBJECT: Non-Fraternization Policy

1. Academy staff members are obligated to limit contact with cadets to public, visible interaction directly related to the performance of official duties. Academy staff will have no social contact with cadets off the premises of the basic training facility. On-base or off-base contact between staff and cadets is restricted to official business only. The Academy Commandant may specifically authorize, on a case-by-case basis, on-base activities involving both cadets and staff that reinforce training objectives. For example, the Academy can authorize cadets and staff to participate jointly in on-base recreational runs and on-base softball games.

2. Cadets and staff are obligated to limit even their accidental and incidental social contacts in public places to the extent possible. Both cadets and staff are to curtail chance meetings at the earliest possible opportunity.

3. Our Academy is now operating at record levels. More cadets and more staff are involved in meeting the extraordinary demand for training than at any time in our history. This policy memo is intended to make even more visible the bright line that must exist between cadets and Academy staff. It is designed to safeguard the integrity of the training processes entrusted to our care, and to avoid the appearance that the integrity of those processes can be compromised. Our more restrictive policy protects the staff from unfounded charges of favoritism or prejudice, and protects our cadets from any staff members tempted to misuse the extraordinary authority they have over the careers of Probationary employees. Although cadets and staff alike bear responsibility for limiting their contacts with each other, it is clear that Academy staff members have more control over their own social activities and therefore have a greater responsibility to avoid environments where contact not associated with official duties could be expected to occur.

4. The Academy Commandant may authorize limited exceptions to the non-fraternization policy on his facility. Exceptions to non-fraternization can be made where a close personal relationship between a trainee and a staff member pre-dates the trainee's entry on duty at the Academy. Also, the Commandant may authorize trainee/staff participation in specific, training related, on-base events. Exceptions to the non-fraternization policy are to be articulated in as specific detail as possible in a formal, individualized "Fraternization Risk Management Plan" in standard memo format, and directed to the attention of the Academy Commandant.

5. Academy staff may not invite cadets to functions at private residences, including, but not limited to meetings at their own residences. Academy staff may never be alone with a trainee in on-base housing, on or off duty, even when conducting official business. Training should take special care to note that the following specific prohibitions are now in effect: Academy staff may

not attend trainee sponsored social events. Academy staff may not sponsor, recommend, or host recreational events for cadets. Academy staff may not tutor or otherwise provide extra training to cadets outside of scheduled, on-base, on-duty training.

PROHIBITED ACTS/DEFINITIONS

1. **Misconduct**: Inflicting or attempting to inflict physical pain or injury, causing or attempting to cause serious emotional distress, contributing to the delinquency of cadets, attempting to coerce or encourage a cadet to follow the employee's (or other individual's) personal or professional convictions, or engaging in sexual activity or conduct or in an amorous relationship with a cadet. Examples of misconduct include, but are not limited to:

- Any physical action which causes or may cause physical harm such as: (1) hitting, kicking, pinching, pulling, biting, dragging, spitting on, jerking, burning, cutting, choking, or throwing an object at a cadet; (2) subjecting a cadet to any excessive, inappropriate, or unauthorized force, conditions or treatment.
- Any non-physical action which causes or may cause sustained psychological harm or distress such as: (1) locking a cadet in an isolated area; (2) intimidating a cadet; (3) belittling, degrading, embarrassing, or ridiculing a cadet; (4) using obscenities or profanity in the presence of, or directed to, a cadet; (5) threatening a cadet with the intent to injure or harm; (6) taunting, baiting, or attempting to embarrass or humiliate a cadet; (7) yelling and/or signing in uncontrolled anger at a cadet; (8) making fun of disabling conditions; (9) using ethnic, racial, religious, or sexual orientation slurs; (10) depriving a cadet of understanding by not signing when communicating with him/her.
- Any violation of the Academy's policies related to drug and alcohol use, or any act, which encourages or condones a cadet's involvement in illegal or unethical activities.
- Any form of sexual activity with a cadet, consensual or otherwise, such as sexual intercourse, molesting, fondling, sodomy, viewing, touching of a sexual nature, or penetration with objects.
- Direct or indirect propositions, sexual advances or invitations, or subtle pressure for sexual activity.
- Any form of relationship with a cadet, other than a professional relationship.
- Any pattern of conduct (not legitimately related to the subject matter of a course in which the cadet is involved) which may discomfort or humiliate a reasonable person that includes one or more of the following: (1) comments of a sexual nature; (2) sexually explicit statements, questions, jokes, or anecdotes; (3) unnecessary following, including repeated unwarranted appearances anywhere at WSMR; (4) remarks of a sexual nature about a cadet's clothing or body; (5) remarks about sexual activity or speculations about sexual experiences; (6) physical touches of a sexual nature; (7) sexual pictures, calendars, graffiti, or objects.

2. One of the reasons we have been able to effectively deliver the best basic training program in Federal law enforcement is the commitment of our employees to individual and organizational integrity. Your continued support for this principle is both expected and appreciated.

DONALD MORRISON
Commandant
West Region Police Academy