



DEPARTMENT OF THE ARMY
UNITED STATES ARMY ROTC CADET SUMMER TRAINING DETACHMENT
1ST CAVALRY REGIMENT ROAD
FORT KNOX, KENTUCKY 40121-5123

ATCC-ST

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Cadet Summer Training (CST24) Policy Memorandum 6 - Improper Relationships and Behavior

1. References.

- a. Army Regulation (AR) 600-20, *Army Command Policy*, 24 July 2020.
- b. AR 600-32, *Conduct Between Soldiers of Different Grades*, 18 December 2023.
- c. Manual for Courts Martial, 2019 Edition.

2. Purpose. Provide command policy regarding improper relationships and behavior.

3. Improper Relationships. Military personnel must recognize all relationships between Soldiers of different grades which constitute the following are prohibited. This list is not exhaustive. The actions described below are not limited to sexual activity:

- 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 position for personal gain.
- d. Are, or are perceived to be, exploitative or coercive in nature; or create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.

4. The prohibition against fraternization and improper relationships is based on a long-standing custom of the service. Fraternization and violation of lawful orders are punitive and punishable under the Uniform Code of Military Justice (UCMJ).

5. Improper Trainer and Trainee Relationships. In addition to the military's prohibition against relationships between Soldiers of different grades, all personnel, military or civilian, who are assigned, attached, or supporting CST, are prohibited, in part, from:

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a. Developing, attempting to develop, or conducting a personal, intimate, or sexual relationship with a Cadet. This includes, but is not limited to, dating, handholding, kissing, embracing, caressing, and engaging in sexual activities. Prohibited personal, intimate, or sexual relationships include those relationships conducted in person or via cards, letters, e-mails, telephone calls, instant messaging, texting, video, photographs, social networking, or any other means of communication.

b. Using rank, grade, or position, threats, pressure, or promise of return of favors or favorable treatment to gain or attempt to gain sexual favors from a Cadet.

c. Making sexual advances toward, or seek or accept sexual advances or favors from, a Cadet.

d. Allowing entry of any Cadets into their dwelling (including their personal residence, hotel/motel, billeting, etc.).

e. Establishing a common household with a Cadet, that is, sharing the same living area in a dwelling (including their personal residence, hotel/motel, billeting, etc.).

f. Allowing entry of any Cadets into their privately owned vehicle(s) (POV). Exceptions are when the safety or welfare of a Cadet is at risk. When practicable, cadre and civilians should travel in pairs when transporting a Cadet in a POV.

g. Providing alcohol to, or consuming alcohol with, a Cadet. This prohibition does not apply to the practice of participation in religious services, rites, or rituals, or other activities approved by the Commanding General of U.S. Army Cadet Command.

h. Attending social gatherings, clubs, bars, theaters, or similar establishments on a personal social basis with a Cadet.

i. Gambling with a Cadet.

j. Lending money to, borrowing money from, or otherwise becoming indebted to or by any Cadet.

k. Soliciting donations from a Cadet.

l. Hiring or otherwise employing Cadets.

m. Accepting personal goods, in an unofficial or personal capacity, from a Cadet for any reason.

n. Participating in closed-door discussions with Cadets. Personnel subject to this policy will keep doors open when meeting with Cadets except when:

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(1) There is another person at least 18 years of age or older present.

(2) Based on the proximity of others, there is a need to protect personal identifiable information, sensitive information, or confidential information (these closed-door sessions will be short in duration).

(3) The design of the office is such that the door opens to a public area where the office is left unprotected from the elements or allows unwanted public interaction. In these cases, the door will be left unlocked and clearly marked that it is open for business and that visitors are welcome.

6. Additionally, I direct military and civilian personnel who are assigned, attached, or supporting CST may not:

a. Communicate, "Friend", request to "Friend", "Follow" (or equivalent actions) a Cadet through use of social media outlets/networking sites (e.g., Facebook, Twitter, Snapchat, etc.). However, social media outlets/networking sites such as official unit- or program-sponsored pages directed at conveying official Army information, communications, or activities may be used for official/professional communication between military and civilian personnel subject to this policy and Cadets in training.

b. Make or attempt to make physical contact with Cadets for any reason other than to make necessary training related corrections. Exceptions to this are where the safety of the Cadet is in question (for example, heat exhaustion, physical injury, etc.). Cadre members are not required to ask the Cadets' permission when making necessary corrections; however, effective trainers tell Cadets what they are going to do prior to doing it.

c. Contact family members of Cadets in any manner outside the performance of official duties.

d. Otherwise associate with Cadets on terms of military equality.

7. MS III Leader Mentors. MSIII Cadets who are participating in the MSIII Leader Mentor Training Program as set forth in CST Policy Memorandum 17 and implemented in CST Policy Memorandum 10 are prohibited from engaging in behavior that could be perceived as "improper relationships" as described in paragraph 3 of this policy memorandum or "improper trainer and trainee relationships" as described in paragraph 5 of this policy memorandum. The MSIII Leader Mentors Training Program is intended to develop and grow the leadership qualities of MSIII Cadets. Cadets participating in the program will be acting as leaders; their behavior should always reflect their status as a leader.

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8. Relationships between Cadets. Cadets are prohibited from developing, engaging in, or maintaining intimate or sexual relationships with other Cadets while attending Cadet Summer Training. These type of relationships between Cadets are prohibited as they create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.

9. Rules alone are not sufficient to eliminate improper relationships. An organizational atmosphere, which does not condone improper relationships, is essential. The success of this policy is dependent upon implementation at every level. Be vigilant and take prompt corrective action when appropriate. My expectation is for CST24 personnel who observe a violation of this policy to report said violation through their leadership chains to allow for appropriate action to occur.

10. Soldiers who violate the provisions of this memorandum may be subject to punishment under the UCMJ, as well as appropriate adverse administrative action, including the mandatory initiation of a separation action as directed by reference a. Civilian personnel who violate the provisions of this memorandum may be subject to administrative action, up to and including termination. Cadets who violate this policy are subject to a Leadership Development Review Board, may be excused from CST without receiving course credit, and may face additional punitive or administrative action.



STEVEN M. KING
Brigadier General, USA
CST Commandant

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