



DEPARTMENT OF THE NAVY

NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

23 Apr 14

COMMAND POLICY STATEMENT ON FRATERNIZATION

1. Fraternization is defined as personal relationships between military members which are unduly familiar and do not respect differences in rank and grade. They damage unit morale, unit cohesion, and Esprit de Corps by creating the expectation or appearance of preferential treatment, and therefore will not be tolerated in this command. This prohibition against fraternization is unique to military commands, as we rely on unit morale and Esprit de Corps to accomplish the extraordinary. All military personnel, and civilian personnel with military subordinates, must be aware of the guidelines and prohibitions of OPNAV Instruction 5370.2C.

SPECIFICS:

- a. Fraternization is a gender-neutral concept.
- b. Fraternization is not mitigated by subsequent marriage.
- c. Service members who are married or related must maintain proper decorum while on duty or in uniform in public.
- d. Personal relationships between officer and enlisted members are prohibited.
- e. Personal relationships between chief petty officers (E7 to E9) and E1 to E6 personnel assigned to the same command are prohibited.
- f. Personal relationships between a military supervisor and a military subordinate can constitute fraternization, even if they are the same pay grade, as it creates the appearance of favoritism.
- g. For purpose of this policy, Bureau of Naval Personnel Millington (BUPERS Millington)/ Navy Personnel Command (NAVPERSCOM) is considered a **single command** and prohibited personal relationships are not permitted among BUPERS/PERS Codes. Unduly familiar relationships between other BUPERS Millington/ NAVPERSCOM personnel that are prejudicial to good order and discipline are also prohibited.

2. I am the final authority for fraternization questions concerning officers. My Executive Assistant, as Commanding Officer for Staff Enlisted Personnel, is the final authority for fraternization questions concerning enlisted personnel. If you have any question or concerns regarding this policy, please contact NAVPERSCOM (PERS-00J) for guidance.

A handwritten signature in black ink that reads "David F. Steindl".

DAVID F. STEINDL
Rear Admiral, U. S. Navy