

AR 600-20 Prohibited Relationships

Two-Step Analysis:

- 1) Is the relationship expressly prohibited? (Status Based – Between Officers and Enlisted *or* NCOs (CPL through CSM) and Junior Enlisted Soldiers (PVT through SPC))
 - a. **Ongoing business relationships** – prohibited
 - i. **NO GO** – borrowing/lending money (no de minimis exceptions), commercial solicitation.
 - ii. **Exceptions:**
 1. **OK** – “one-time transactions,” landlord/tenant, sale of car.
 2. **OK** – RC/NG – relationships due to civilian employment.
 - b. **Gambling** – prohibited
 - c. **Dating and Shared Living Accommodations** – prohibited
 - i. **Exceptions:**
 1. **OK** – Shared Living Accommodations if required by mission (deployment).
 2. **OK** – Marriages (but when faced with the “immaculate marriage” CDR should take “minimum action necessary” to maintain good order and discipline.
 3. **OK** – Dating relationships if there is a change in status i.e. activated or commissioned (have one year to marry or break-off the relationship).
 4. **OK** – Certain NG/RC “civilian” relationships.
 - d. **Relationships Between Certain Other Personnel** – prohibited
 - i. Initial entry trainees & permanent party personnel: Any relationship not required by the mission.
 - ii. Recruiter & recruit (or potential recruit).
 - iii. Training Commands: Governed by supplemental regulations.
- 2) What is the actual or perceived effect of the relationship? (Effects Based – between all ranks)
 - a. Does the relationship:
 1. **Compromise the integrity of supervisory authority?**
 2. **Cause unfairness?**
 3. **Involve improper use of rank/position for personal gain?**
 4. **Appear or cause the perception that it is exploitive/coercive in nature?**
 5. **Create an adverse impact on good order & discipline/mission accomplishment?**

If actual or perceived – it is prohibited. If it looks wrong, it probably is wrong.

Commander’s response may include: Counseling, reprimand, order to cease, reassignment, adverse administrative action, NJP, court-martial.

References:

AR 600-20, para. 4-14, 4-15, 4-16 (Punitive)

Art. 92 UCMJ (Failure to obey order or regulation)

Art. 134, UCMJ (Fraternization; Gambling with subordinate)