



State of Utah

UTAH NATIONAL GUARD

Jon M. Huntsman, Jr.
Governor
Major General Brian L. Tarbet
The Adjutant General
UT-HRO

12953 SOUTH MINUTEMAN DRIVE
P.O. BOX 1776
DRAPER, UTAH 84020-1776
(801) 523-4400 DSN 766-4400

25 April 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 05-08, Fraternalization and Professional and Unprofessional Relationships

1. This policy letter supersedes UTNG Policy Letter 04-01, dated 7 January 2004. It applies to all members of the Utah Army National Guard and the Utah Air National Guard, including personnel on active duty, inactive duty for training, and full time employees including both the federal and state civilian employee work force. U.S. Army fraternization policies are contained in AR 600-20 (Army Command Policy) and U.S. Air Force fraternization policies are contained in AFI 36-2909 (Professional and Unprofessional Relationships).
2. It is the Utah National Guard policy to avoid prohibited and unprofessional relationships, especially fraternization. Fraternization can occur between officers and enlisted, officer and officer, enlisted and enlisted, and military members and civilians or contractors. Fraternization can also occur between male and male, female and female, and male and female.
3. Relationships between soldiers/airmen of different rank are prohibited if they:
 - 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 rank or position for personal gain.
 - d. Are, or are perceived to be, exploitative or coercive in nature.
 - e. Create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.
4. Relationships are unprofessional, whether pursued on or off-duty, when they detract from the authority of superiors or result in, or reasonably create the appearance of favoritism, misuse of office or position, or the abandonment of organizational goals for personal interests.
5. All branches of the service prohibit personal and business relationships between officers and enlisted members, calling them prejudicial to good order and discipline. Personal relationships include dating, cohabitation and any sexual relationship. Business relationships include loaning and borrowing money and business partnerships.
6. Commanders and supervisors are required to act expeditiously in addressing all forms of fraternization and unprofessional relationships and will be held accountable for failing to act in appropriate cases.
7. Any questions regarding the interpretation of this policy should be directed to the Human Resource/Equal Opportunity Officer at 523-4619 in the Human Resources Office.

BRIAN L. TARBET
Major General
The Adjutant General

DISTRIBUTION:
A & E