



DEPARTMENT OF THE NAVY  
U.S. NAVY SUPPORT FACILITY DIEGO GARCIA  
PSC 466 BOX 2  
FPO AP 96595-0002

IN REPLY REFER TO:  
5370  
N00  
18 Jul 12

From: Commanding Officer, U.S. Navy Support Facility, Diego Garcia

Subj: FRATERNIZATION POLICY

Ref: (a) OPNAVINST 5370.2C

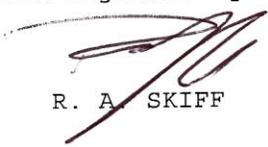
1. As a professional organization, we cannot tolerate fraternization. I encourage proper social interaction among officer and enlisted members as well as civilians because it enhances unit cohesion, morale, and esprit de corps. However, fraternization is prohibited because it erodes the authority and respect for senior personnel, has an enormously negative effect on good order and discipline, and seriously undermines the effectiveness of the command. The concepts are gender neutral and not based on the sex of the employees or members involved.

2. Reference (a) is the Navy Fraternization Policy. "Fraternization" is the term traditionally used to identify personal relationships that contravene the customary bounds of acceptable senior-subordinate relationships, relationships and social interaction between officers, as well as between uniformed senior enlisted members that are unduly familiar and do not respect grade or rank. Fraternization is prohibited regardless of the service affiliation or service rules of the other person, and the policy includes a prohibition against unduly familiar relationships with members of foreign military services.

3. It is impossible to set forth every act that may be prejudicial to good order and discipline because the surrounding circumstances often determine whether the conduct in question is inappropriate. Prohibited relationships call into question a senior's objectivity, which result in actual or apparent preferential treatment, undermine the authority of a senior, or compromise the chain of command. Examples of prohibited relationships and inappropriate behavior include, but are not limited to: forming private business partnerships, flirting, dating, cohabitation, and intimate or sexual relations between officer and enlisted members. Likewise such conduct between officers and enlisted members of different rank or grade would be unduly familiar and constitute fraternization if the conduct is prejudicial to good order and discipline or is service discrediting.

4. The responsibility for preventing inappropriate relationships must rest primarily with the command's senior military and civilian leaders. However, this policy is applicable to all members and employees. Seniors throughout the chain of command will be especially attentive to personal associations, ensuring that their actions and the actions of their subordinates are supportive of the chain of command and good order and discipline. All offending conduct will be addressed appropriately.

5. I expect everyone to support this policy. Concerns or questions may be addressed to any member of your chain of command, up through and including me. Other available points of contact include the Command Management Equal Opportunity Officer, Equal Employment Opportunity Officer Representative, Legal Office, Command Master Chief, and Regional Equal Opportunity Advisor.

  
R. A. SKIFF

Distribution:  
All Hands