



DEPARTMENT OF THE NAVY
NAVAL AIR STATION
JOINT RESERVE BASE
FORT WORTH, TX 76127-6200

IN REPLY REFER TO

5354
N00
15 Jul 11

From: Commanding Officer, Naval Air Station Fort Worth, Joint Reserve Base

Subj: FRATERNIZATION POLICY STATEMENT

1. It is my personal commitment to ensure a working environment free from fraternization at NAS Fort Worth JRB. These prohibited relationships (or any perception of such relationships) create unnecessary tension between personnel in a unit, seriously jeopardize the career potential of its personnel, and are totally inconsistent with Navy policy. Members are subject to disciplinary action under the Uniform Code of Military Justice when it is determined that actions of the relationship do not respect differences in rank or grade, are prejudicial to good order and discipline or bring discredit to the Naval Service.
2. Fraternization is a gender-neutral concept. Its focus is on the senior-subordinate relationship and not the gender of the members involved. It includes any personal relationship between an Officer and an Enlisted member which is unduly familiar and does not respect differences in rank and grade or where a senior-subordinate supervisory relationship exists. Personal relationships where a senior-subordinate relationship exists between civil service employees and military members or between civil service supervisory-subordinate employees are also prohibited due to the possible impact upon morale. Disciplinary action will be taken against civilian members who violate command policies.
3. Fraternization is prohibited between junior personnel and senior personnel in the same command whether the senior has an actual or perceived position of authority over the junior. By longstanding custom and tradition, Chief Petty Officers (E7-E9) are separate and distinct leaders within their assigned command. Chief Petty Officers provide leadership not just within their direct chain of command but for the entire unit. Due to this unique leadership responsibility, relationships between Chief Petty Officers and junior personnel (E1-E6) that do not respect differences in grade or rank are typically prejudicial to good order and discipline.
4. I will not tolerate my personnel behaving inappropriately. Anyone observed to be doing so will be removed from the situation and administrative or disciplinary actions may be taken. Timely and appropriate actions will be taken when instances of fraternization are reported.
5. "Appropriate" professional relationships enhance unit morale and spirit de corps. Unduly familiar relationships are contrary to Naval custom and undermine the respect for authority essential to accomplishment of the military mission.
6. I charge each and every person assigned to NAS Fort Worth JRB to ensure the widest dissemination of information on this subject. Our personnel must be superb role models and the conduct of our senior personnel, both Officer and Enlisted, must be above reproach. Equally as important, our junior personnel must be provided with exemplary leadership and an environment free of intimidation or coercion, in which communication can flow freely. I require your continued support and cooperation with maintaining professional relationships among our personnel.

R. A. BENNETT

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