



Professional Relationships

WR-ALC/JA



Professional Relationships

Professional Relationships:

- Contribute to effective operation of Air Force
- Military mission requires absolute confidence in command
- Consistent with Air Force core values



Professional Relationships

Unprofessional Relationships:

- Detract from authority of superiors
- Result in or reasonably create appearance of
 - Favoritism
 - Misuse of office or position
 - Abandonment of organizational goals for personal interests



Professional Relationships

Unprofessional Relationships Can Exist Between:

- Officer and officer
- Officer and enlisted
- Enlisted and enlisted
- Military personnel and civilian employees or contractor personnel



Professional Relationships

General Guidelines:

- Certain kinds of personal relationships present high risk
- Members must be sensitive to formation of professional relationships that may become unprofessional when facts or circumstances change
- Avoid relationships that negatively affect morale, discipline, respect for authority and unit cohesion



Professional Relationships

Relationships Within an Organization:

- Familiar relationships between members may become unprofessional
 - Member and supervisor or commander
 - Members of different grades where grade difference is great
- Applies to relationships with members of other armed services



Professional Relationships

Relationships with Civilian Employees and Government Contractor Personnel:

- Civilian employees and government contractor personnel are integral to Air Force
- Military members must maintain professional relationships with civilian employees and government contractor personnel



Professional Relationships

Dating and Close Friendships:

- Become matters of official concern when they adversely affect morale, discipline, unit cohesion, respect for authority, or mission accomplishment
- May apply even when members are not in same unit or chain of command



Professional Relationships

Shared Activities:

- Sharing living accommodations, vacations, transportation, and off-duty interests on a frequent or recurring basis can be, or perceived to be, unprofessional
- Key is frequency of activity or absence of official purpose



Professional Relationships

Recruiting, Training, Schools and Professional Military Education:

- Relationships during these functions present additional risks
- Commands providing these functions may publish supplemental directives



Professional Relationships

Recruiting:

- For most members, first impression of Air Force is their contact with recruiter
 - This experience is a critical step in the development of Air Force members
 - Establishes expectations and begins formation of Air Force core values



Professional Relationships

**At a minimum, recruiters will not do
the following with an applicant:**

- Date or carry on a social relationship
- Seek or engage in sexual activity with, make sexual advances to, or accept sexual overtures from
- Use grade, position, threats, pressure or promises to gain any personal benefit
- Gamble with, lend money to, borrow money from or become indebted to
- Use personal resources to provide lodging, transportation or other benefit
- Same limitations apply to immediate family members of applicant



Professional Relationships

Basic Military Training and Initial Technical Training:

- Personal relationships with basic military and initial technical trainees must not compromise the integrity and leadership of the faculty and staff



Professional Relationships

**At a minimum, faculty and staff will not do
the following with a trainee:**

- Date or carry on a social relationship
- Seek or engage in sexual activity with, make sexual advances to, or accept sexual overtures from
- Use grade, position, threats, pressure or promises to gain any personal benefit
- Share living quarters
- Gamble with, lend money to, borrow money from or become indebted to
- Solicit donations from, other than for AF approved campaigns
- Same limitations apply to immediate family members of trainee
- Trainees have independent obligation



Professional Relationships

Other Training and Education Settings:

- Personal relationships with trainees or students must not compromise the integrity and leadership of the faculty and staff



Professional Relationships

At a minimum, faculty and staff will not do the following with a trainee or student:

- Date or carry on a social relationship
- Seek or engage in sexual activity with, make sexual advances to, or accept sexual overtures from
- Use grade, position, threats, pressure or promises to gain any personal benefit
- Same limitations apply to immediate family members of applicant



Professional Relationships

Treatment, Care and Counseling:

- Persons receiving medical, psychological, pastoral, legal or other professional care or counseling may be vulnerable to service provider



Professional Relationships

Personnel Providing Treatment, Care and Counseling will not do the following with persons receiving their services:

- Seek or engage in sexual activity with, make sexual advances to, or accept sexual overtures from
- Use position to gain any personal benefit
- Same limitations apply to immediate family members of person receiving services



Professional Relationships

Other Relationships:

- Depending on circumstances, other relationships may result in adverse impact on morale, discipline and respect for authority. Examples include:
 - Gambling
 - Partying with subordinates
 - Soliciting, making solicited sales to, or entering into business ventures with junior members (except as DoD 5500-7.R, paragraph 5-409 permits)



Professional Relationships

Air Reserve Component (ARC) Personnel when not performing Active Duty, Full-Time National Guard Duty, or Inactive Duty Training:

- Commanders and supervisors should tailor application and enforcement of principles to address unique situations arising from part-time service



Professional Relationships

Fraternization (Article 134, UCMJ)

- Fraternalization is a personal relationship between an officer and an enlisted member that violates the customary bounds of acceptable behavior in the Air Force and prejudices good order and discipline, discredits the armed services, or operates to the personal disgrace or dishonor of the officer involved.
- Custom against fraternization extends to all officer/enlisted relationships



Professional Relationships

Officers will not do the following with enlisted Members:

- Gamble
- Lend money to, borrow money from, or become indebted to
- Engage in sexual relations or date
- Share living accommodations (except when military operations require)
- Engage on personal basis in business enterprises with, or solicit or make solicited sales to (except as permitted by Joint Ethics Regulation)



Professional Relationships

Officer/Enlisted Marriages:

- Not always result of fraternization
- When fraternization occurs, subsequent marriage does not preclude appropriate command action
- Married members expected to respect all customs and courtesies when on duty, in uniform in public, or at official social functions



Professional Relationships

Responsibility to Maintain Professional Relationships

- All military members share responsibility
- Senior member bears primary responsibility



Professional Relationships

Command and Supervisory Responsibility

- Commanders and supervisors have authority and responsibility to maintain good order, discipline and morale
- May be held accountable for failing to act in appropriate cases



Professional Relationships

Actions in Response to Unprofessional Relationships:

- Action should normally be least severe necessary to terminate unprofessional aspects of relationship
- Full spectrum of administrative actions should be considered
 - Counseling, reprimand, UIF, removal from position, reassignment, demotion, delay of or removal from promotion list, adverse or referral comments in performance report, and separation.
 - More serious cases may warrant nonjudicial punishment
 - Trial by court-martial in aggravated cases



Professional Relationships

Actions in Response to Unprofessional Relationships:

- When appropriate, an order to cease relationship should be given
 - Violation of order subject to UCMJ action
- Instances of actual favoritism, partiality, or misuse of position may constitute independent violations of the UCMJ or JER



Professional Relationships

Responses to Cases Involving Dating or Sexual Relationships:

- Sexual relationship is but one factor to be considered in determining response
- It is impact or foreseeable consequences of conduct, not characterization of conduct, that determines seriousness
- Unprofessional relationship should not be excused simply because the parties marry or one leaves the service



Professional Relationships

Training on Concepts of Unprofessional Relationships and Fraternalization:

- Included in basic training, commissioning programs and PME curricula
- Commanders, judge advocates and supervisors will be familiar with AFI 36-2909
- Commanders will make certain all personnel briefed on policy at least annually



Professional Relationships

- THIS IS AN ANNUAL TRAINING REQUIREMENT
- ONCE YOU HAVE FINISHED THIS BRIEFING, PLEASE NOTIFY YOUR TRAINING MONITOR
- IF THERE ARE FURTHER QUESTIONS, PLEASE CONTACT 78 ABW/JA AT DSN 497-4579