



DEPARTMENT OF THE ARMY  
FORT BLISS NONCOMMISSIONED OFFICER ACADEMY  
BUILDING 2E SHERIDAN ROAD  
FORT BLISS, TEXAS 79916

ATSS-CDA

30 May 2023

MEMORANDUM FOR ALL Assigned/Attached Personnel, NCO Academy, Fort Bliss,  
Texas 79916-6501

SUBJECT: Policy Letter #10, **Improper Relationships**

1. Reference: Army Regulation 600-20, Army Command Policy, dated 24 July 2020.
2. Purpose: To emphasize the importance of establishing an environment free of sexual discrimination and clearly outline the procedures for reporting incidents of sexual harassment, verbal abuse, physical abuse, and offensive comments. This policy supplements the Headquarters Command Policy Memorandum.
3. This policy applies to all military members and civilians assigned to the Fort Bliss NCO Academy. All personnel assigned to this Academy are responsible for understanding and complying with this policy and the Post Command Policies, concerning sexual harassment and equal opportunity policies, within 24 hours of assignment to the Academy.
4. Facilitators are required to present an impeccable image as moral, professional, and uncompromising role models. Social relationships and involvements with students, graduated students or subordinates are prohibited.
5. Soldiers coming to this Academy as students must feel safe from harassment of all types. Making suggestive and offensive comments to any Soldier is prohibited. Any Soldier observing or receiving any type of harassment must report it as soon as the situation presents itself. This report will go directly to the Commandant or Deputy Commandant. Those who fail to report incidents will be considered accessory to the incident.
6. Social affairs prior to graduation, unless scheduled as part of the POI, are prohibited.
7. Dating between cadre and students are prohibited. Arranging dates before and/or after graduation is prohibited. Using first names for both facilitators and students is prohibited. Text messaging between facilitators and students to pass information is prohibited. Making suggestive comments or using profanity by facilitators or students is prohibited. Physical abuse, verbal abuse, sexual harassment, or racial comments will

be treated as a serious incident report and be reported within four hours to the Commandant.

8. Facilitators and students must always conduct themselves in a professional manner. Any action that gives even the impression of a personal relationship is wrong.

9. Facilitators and students of this Academy are charged to protect the organization from discredit in their relationships. Common sense, good judgment, and moral correctness should guide all members of the organization and prevent embarrassment, divorce, or subject anyone to UCMJ actions.

10. Due to the transient nature of students and the need to resolve their problems quickly to allow them to concentrate on their studies, students will address problems to directly to their Senior Facilitator of the respective course. The Senior Facilitator will report the complaint verbally to the Commandant within one hour. If they are not available, the first Facilitator NCO has the responsibility to report it directly to me (office (915) 568-2440 or cell 892-8816). Anyone perceived as impeding, covering up, or slowing down the process will be severely dealt with. Senior Facilitators will personally brief all facilitators and students prior to each new class enrollment.

11. Any violation of this policy by a member of the military may be the basis for disciplinary action, non-judicial or judicial punishment under the Uniform Code of Military Justice (UCMJ), Article 92(1), 10 USC, Section 892(1), or appropriate administrative action.

12. Any violation of this policy by a DA Civilian Employee may result in administrative or disciplinary action.

13. Any violation of this policy, especially where suggestive or offensive comments are made, discredits the professionalism of the entire Academy. All personnel must know that I will go the distance to protect anyone who is in the right; I will go just as far to eradicate anyone who is wrong.

14. Contact the Commandant or Deputy Commandant for clarification of any situation you have questions or concerns.

15. Military personnel must recognize that any form of social contact that can be perceived as favoritism, preferential treatment, or exploitation by rank, is improper. The Army's policy on inappropriate relationship applies equally for senior to subordinate as cadre to student relationships. AR 600-20 states that relationships between Soldiers of different ranks are prohibited if they:

a. Compromise, or appear to compromise, the integrity of supervisory authority or chain of command.

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- 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, or morale, or the ability of the command to accomplish its mission.
16. It is punishable under the Uniform Code of Military Justice for any personnel assigned, attached, or performing duties in any capacity within the NCO Academy to:
- a. Attend private parties with students, unless the party is authorized by the Academy or higher command, as appropriate.
  - b. Use or consume alcohol at events with subordinates or students, unless authorized by this command, as appropriate.
  - c. Date subordinates or solicit dates from subordinates, to include students.
  - e. Visit the personal residence of students, or invite students to personal residence, unless authorized by this command, as appropriate.
  - f. Touch or engage in any form of sexual activity with subordinates, to include students.
17. The directives above mentioned are rules, which govern senior to subordinate and facilitator to student relationships. Rules alone are not sufficient to eliminate improper behavior. An environment that does not condone illegal actions is essential for success. The success of this policy is dependent upon how its implemented at every level. Get the word out, be vigilant, and take prompt corrective or punitive action when appropriate.
18. The point of contact for this memorandum is the undersigned at (915) 568-2440.



S. STEVE GIBBS  
CSM, USA  
Commandant