



OFFICE OF THE SUPERINTENDENT
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996-5000

MASP

JUN 27 2022

MEMORANDUM FOR All Personnel Assigned to the West Point Military Reservation and Fort Hamilton

SUBJECT: Command Policy #10 Prohibited Relationships During Entry Level Training

1. PURPOSE. To define prohibited relationships between Cadets/Cadet Candidates (CCs), second lieutenant holdovers, and permanent party personnel stationed at West Point Military Reservation and Fort Hamilton

2. REFERENCES.

a. DoD Instruction (DoDI) 1304.33 (Protecting Against Inappropriate Relations During Recruiting and Entry Level Training)

b. Army Regulation (AR) 600-20 (Army Command Policy)

3. APPLICABILITY: This policy applies to all military, civilian, and contractor personnel assigned to, employed at, or working regularly at, Fort Hamilton, and the West Point Military Reservation (including personnel assigned to USMA, USCC, USMAPS, USAG, LRC, KACH, AWPAA, AAFES, and any other tenant organizations), including Cadets of all classes and Cadet Candidates.

4. POLICY and RESPONSIBILITIES:

a. Army policy prohibits inappropriate relations between recruiters and recruits, trainers and trainees, and between trainers providing entry-level training or permanent party personnel and trainees. These prohibitions apply through entry-level training, and for six months after the trainee completes entry-level training.

(1) Entry-level Trainees. Under AR 600-20, the United States Military Academy is considered entry-level training. A trainee is any military or civilian member undergoing initial military training. Cadets and Cadet Candidates are considered entry-level trainees.

(2) Permanent party personnel. AR 600-20 defines permanent party personnel as "Any Soldier assigned to an installation via PCS orders." For the purposes of this policy, permanent party personnel include military, civilian, and contractor personnel assigned to, employed at, or working regularly at, West Point (including personnel assigned to USMA, USCC, USMAPS, USAG, KACH, AWPAA, AAFES, and any other tenant organization).

(3) Trainers. Department of Defense policy defines trainer as, "Any military or civilian member who is responsible for planning, organizing, or conducting initial military training as part of a formal training course, with a unique training course identifier, or as part of an in-residence training or education course." For purposes of this policy, and to determine whether they must annually sign a DD 2982, the following personnel are included in the definition of trainer at USMA:

- (a) All USCC and USMAPs personnel.
 - (b) All USMA faculty, military, and civilian.
 - (c) Officer Representatives for ODIA teams; OICs, and NCOICs supporting clubs and/or Cadet Activities.
 - (d) Second Lieutenant Holdovers (2LTs remaining at West Point after graduation, temporarily or as permanent party).
 - (e) Any other USMA personnel who train, instruct, teach, or provide administrative, logistical, or personnel support to trainees.
 - (f) Any other USMA personnel whose directorate head requires them to sign a DD 2982.
 - (g) Coaches and athletic interns, either military, GS employees, or contractor employees.
 - (h) Anyone who formally sponsors a Cadet or CC.
 - (i) Directorate of Admissions personnel identified by the Director of Admissions as recruiters or trainers - due to recruiting duties.
 - (j) Any personnel assigned to the Task Force annually brought to West Point to conduct summer training.
- b. Permanent party personnel, recruiters, and trainers (as defined by this policy and incorporated references) will not:

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(1) Develop, attempt to develop, or conduct a personal, intimate, or sexual relationship with any prospect, applicant, recruit, Cadet, or CC. These relationships include, but are not limited to, dating, handholding, kissing, embracing, caressing, and engaging in sexual and/or romantic activities. Prohibited personal, intimate, or sexual relationships include those relationships conducted in person; through a third person; or via cards, letters, emails, telephone calls, instant messaging, video, photographs, social media, social networking, and any other means of communication.

(2) Use rank or position, threats, pressure, or promise of return of favors or favorable treatment in an attempt to gain sexual favors from any prospect, applicant, recruit, Cadet, or CC.

(3) Make sexual advances toward, or seek or accept sexual advances or favors from, any prospect, applicant, recruit, Cadet or CC. In addition, recruiters and trainers will report all offers of sexual favors or sexual advances any prospect, applicant, recruit, Cadet, or CC makes to their chain of command.

(4) Establish a common household with any prospect, applicant, recruit, Cadet, or CC (that is, they will not share the same living area in an apartment, house, or other dwelling).

(5) Gamble with any prospect, applicant, recruit, Cadet, or CC.

(6) Lend money to, borrow money from, or otherwise become indebted to or by any prospect, applicant, recruit, Cadet, or CC.

(7) Solicit donations from any prospect, applicant, recruit, Cadet, or CC.

(8) Hire or otherwise employ, in an official or personal capacity, any prospect, applicant, recruit, Cadet, or CC (for example, for babysitting or maintenance jobs).

c. Unless conducted as part of the USMA Sponsorship Program (which includes both formal and informal sponsorship), permanent party personnel, recruiters, and trainers (as defined by this policy and incorporated references) may not:

(1) Allow any prospect, applicant, recruit, Cadet, or CC to enter their dwelling.

(2) Allow any prospect, applicant, recruit, Cadet, or CC to enter their privately owned vehicles. Exceptions are permitted for official business when the safety or welfare of the prospect, applicant, recruit, Cadet, or CC is at risk. Recruiters and trainers will report all such instances to their chain of command as soon as practicable.

(3) Provide alcohol to, or consume alcohol with, any prospect, applicant, recruit, Cadet, or CC on a personal social basis. This prohibition does not apply to the practice

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of participation in religious services, rites, or rituals.

(4) Attend social gatherings, clubs, bars, theaters, or similar establishments on a personal social basis with any prospect, applicant, recruit, Cadet, or CC.

(5) Accept personal goods, in an official or personal capacity, from any prospect, applicant, recruit, Cadet, or CC for storage or any other reason.

(6) Participate in closed-door discussions with any prospect, applicant, recruit, Cadet, or CC. Recruiters and trainers will keep doors open when meeting with prospects, applicants, recruits, Cadets, or CCs except when:

(a) Another person at least 18 years of age or older is present;

(b) Because of the proximity of others, it is necessary to protect personally identifiable, sensitive, or confidential information (these closed-door sessions will be short in duration); or

(c) The design of the office is such that the door opens to a public area where the office is left unprotected from the elements or allows unwanted public interaction. In these cases, the door will be left unlocked and clearly marked that it is open for business and visitors are welcome.

d. Exceptions may be granted to accommodate relationships that existed before the Cadet or CC started formal training or the applicant or recruit began the formal application/recruiting process. These pre-existing relationships include, but are not limited to, family members. Exceptions must be requested in writing and approved by the first Colonel/O6, or higher, in the chain of command.

e. Cadets and CCs will sign a DD Form 2983 after arriving at USMA/USMAPS. All Cadets and CCs are considered trainees for the purpose of AR 600-20 and DD Form 2983 (Recruit/Trainee Prohibited Activities Acknowledgment). They must understand and comply with the requirements of AR 600-20, paragraph 4-15 and DD Form 2983. Activities taken as part of a USMA Sponsorship Program (formal or informal) are excepted from DD Form 2983, sections 7c - 7e. See DD Form 2983 and USCC Sponsor Program FAQ.

f. Trainers will sign DD Form 2982, annually. Activities taken by Cadets and CCs as part of a USMA Sponsorship Program (formal or informal) are excepted from DD Form 2982, sections 7d, f, g, h, m, and n. See DD Form 2982 and USCC Sponsor Program FAQ. Personnel who are not trainers are not required to sign DD Form 2982.

g. The prohibited activities apply to all permanent party personnel, recruiters, and trainers assigned to West Point. These prohibitions remain in effect for six months after Cadets and CCs complete entry-level training (i.e., six months after graduation

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and commissioning even if the individual is serving as a trainer as a second lieutenant holdover). However, personnel who are not considered trainers are not required to sign DD Form 2982.

5. Punitive Policy: This policy is punitive. Violations may be subject to punishment under the UCMJ and/or adverse administrative action. Department of the Army Civilians are

subject to administrative or disciplinary actions under applicable Federal law and regulation.

6. Publication Requirements: All subordinate commanders and tenant units will ensure this policy is widely disseminated and published down to the company level.

7. Expiration: This policy memorandum remains in effect until superseded or rescinded. This policy supersedes West Point Policy Memorandum # MR-21-08.

8. Proponent: The USMA SHARP Program Manager is the proponent for this policy and can be reached at (845) 938-0508.

A handwritten signature in black ink, appearing to read 'Steven W. Gilland', is positioned above the printed name and title.

STEVEN W. GILLAND
Lieutenant General, US Army
Superintendent