

DEPARTMENT OF THE ARMY  
U.S. Army Medical Department Center and School  
2250 Stanley Road  
Fort Sam Houston, Texas 78234-6100

Regulation  
Number 600-8

20 October 1995

Personnel -- General  
**IMPROPER RELATIONSHIPS INVOLVING STUDENT PERSONNEL**

1. **PURPOSE.** The purpose of this regulation is to establish standards of conduct regarding treatment of student personnel. The goal of this regulation is to maintain and enhance the pride, motivation, skills, discipline, confidence, and reputation of all U.S. Army Medical Department Center and School (AMEDDC&S) personnel. Personnel subject to the Uniform Code of Military Justice (UCMJ) who fail to comply with the requirements of this regulation are subject to punishments under the UCMJ, as well as to adverse administrative action or other adverse action authorized by applicable United States Code sections or Federal regulations. Personnel not subject to the UCMJ who fail to comply with the provisions of this regulation are subject to adverse administrative action or criminal prosecution as authorized by applicable sections of the United States Code or Federal regulation.

2. **APPLICABILITY.** The provisions of this regulation apply to all personnel (as hereinafter defined in paragraph 4b) assigned to, attached for duty with, employed by, or working at the AMEDDC&S, in any capacity, at the following locations:

- a. Fort Sam Houston and Camp Bullis, Texas.
- b. The U.S. Army Medical Equipment and Optical School, Aurora, Colorado.
- c. The U.S. Army School of Aviation Medicine, Fort Rucker, Alabama

3. RELATIONSHIPS TO OTHER LAWS AND REGULATIONS.

a. Acts or omissions constituting violations of this regulation may also constitute violations of other laws and regulations. Further, acts and omissions not addressed in this regulation may violate provisions of other laws and regulations.

b. The specific provisions in this regulation as well as other laws and regulations that control the conduct between and among AMEDDC&S personnel apply to the following personnel:

(1) Permanent party personnel.

(2) Student personnel.

c. Following is a list of provisions frequently violated. This listing is illustrative rather than all inclusive.

(1) UCMJ, Article 92 (failure to obey order or regulation)

(2) UCMJ, Article 93 (cruelty or maltreatment

(3) UCMJ, Article 133 (conduct unbecoming an officer and gentleman).

(4) UCMJ, Article 134 (adultery, fraternization, gambling with a subordinate).

(5) Joint Ethics Regulation (JER). Of particular note are the provisions concerning such areas as the avoidance of actual or apparent preferential treatment and the requirement for impartiality; prohibitions concerning the acceptance of gifts (both from within and outside of the office/command); prohibitions concerning the use of government equipment and personnel; the requirement not to use one's official position for improper personal gain; prohibitions concerning gambling on government property or while on duty; prohibitions concerning conflicts of interests; and prohibitions against soliciting subordinates for commercial purposes/sales.

(6) AR 600-20, Army Command Policy, paragraph 4-14; prohibitions regarding relationships between soldiers of different rank.

4. **DEFINITIONS.** Wherever used in this regulation, unless indicated otherwise, the following terms have the meanings shown below.

a. U.S. Army Medical Department Center and School (AMEDDC&S). All organizational elements of AMEDDC&S, including the U.S. Army Medical Equipment and Optical School, the U.S. Army School of Aviation Medicine, the Academy of Health Sciences, and the Noncommissioned Officer Academy.

b. Personnel. All persons of the following categories:

(1) U.S. Armed Forces personnel, of all branches (for example, Army, Navy, etc.), and of all categories (for example, Regular Army, Reserve, National Guard, cadet, etc.).

Foreign national military personnel.

Civil service employees.

c. Permanent party. All personnel assigned or attached to the AMEDDC&S, except those personnel classified as "student personnel."

d. Students and student personnel

(1) Personnel assigned or attached to an AMEDDC&S unit for the purpose of receiving training.

(2) Personnel enrolled in, attending, or pursuing a resident AMEDDC&S course of instruction.

(3) This category also includes those personnel who graduated from, were relieved from, or were recycled from such training or instruction and are awaiting further assignment or other disposition.

e. Ethics Counselor. The Staff Judge Advocate serves as the Ethics Counselor for the AMEDDC&S.

5. RESPONSIBILITIES.

a. Commanders and supervisors will:

(1) Know and understand the contents of this regulation.

(2) Ensure that all permanent party and student personnel understand and abide by the requirements stated herein.

(3) Require all newly assigned permanent party personnel to read this regulation as part of their inprocessing. The commander/supervisor will document the fulfillment of these requirements. Such documentation will include a signed and dated acknowledgment by all permanent party members indicating that they have accomplished the required reading/review. The commander/supervisor will maintain the documentation until the permanent party member is reassigned from the AMEDDC&S.

(4) Explain the contents of this regulation to newly arrived student personnel, and assure adequate copies of the regulation are readily available for student personnel to review

(5) Inform newly arrived student personnel of the various types of assistance which are available, as required by paragraph 6g below.

(6) Emphasize to commissioned, warrant, and noncommissioned officers that they do not lose their special status when they become students. Inappropriate behavior by these leaders could adversely affect the perceptions of those junior to them. Accordingly, their actions with regard to junior personnel must reflect this difference in status.

b. Personnel subject to the UCMJ will report violations of this regulation to the immediate commander(s) and/or supervisor(s) of the offending personnel, and to their own immediate commander. Civilian employees, contractor personnel, and foreign national personnel will report violations to their

immediate supervisor and to the immediate commander(s) and/or supervisor(s) of the offending personnel.

**6. PROHIBITED PRACTICES BETWEEN PERMANENT PARTY AND STUDENT PERSONNEL.** Permanent party personnel are prohibited from:

a. Pursuing any personal favor, advantage, or financial gain in dealing with student personnel.

b. Accepting gifts of any form or value from student personnel for themselves or for others, to include charitable organizations, except when acceptance of the gift has been specifically authorized by the recipient's battalion or higher level commander, after the commander has consulted with the AMEDDC&S Ethics Counselor. In all cases the authorizing commander must be senior to the recipient of the gift. There is an exception to this requirement for end of class farewell gifts to student advisors and other cadre personnel, provided the gift is of a sentimental, noncommercial nature (such as a plaque or class t-shirt or something of that nature), and is strictly voluntary. In no event may permanent party personnel solicit students for the provision of a gift to themselves or anyone else. Further, in no event may the fair commercial value of any such gift exceed \$50.00.

c. Borrowing money from or lending money to student personnel.

d. Providing transportation for hire to student personnel.

e. Engaging in commercial dealings with, and doing other commercial solicitation of, student personnel in violation of the JER, paragraph 5-409, or other applicable provisions. The permanent party member's battalion or higher level commander must approve in advance any sales or leases of real or personal property between permanent party and student personnel. The authorizing commander, however, must be senior to the senior person involved in the proposed transaction.

f. Collecting or taking money from student personnel for any reason, such as cleaning funds, party funds, and charitable

contributions. The only exception to this prohibition is officially sponsored programs authorized by battalion or higher level commanders.

g. Causing student personnel to perform any personal service

h. Entering into any public or private relationship with student personnel which is not required to accomplish the training mission. This includes, but is not limited to:

(1) Gambling.

(2) Consuming alcoholic beverages with, or in any socially mixing with, student personnel on or off post other than at approved unit activities.

(3) Engaging in any action or relationship which involves or gives the appearance of partiality, preferential treatment, or improper use of rank or position for personal gain or advantage.

(4) Engaging in any intimate or sexual relationship or activities, to include but not limited to, dating, hand-holding, kissing, embracing, caressing, or sexual intercourse.

(5) The prohibitions in paragraphs 6h(1)-(4) do not prohibit relationships between members of immediate family, nor those relationships based upon bonafide preexisting friendships with students or their immediate family. Such relationships, however, where they involve an appearance of partiality, preferential treatment, or improper use of rank or position for personal gain or advantage, still carry with them a potential for abuse. Even if not violative of this regulation, such relationships may be contrary to other Army regulations or provisions of the UCMJ. In order to avoid conflicts of interests and the wrongdoings or improprieties identified in paragraph 6h(3), permanent party personnel finding themselves in such a situation will disclose that fact to their superiors and seek guidance.

i. Hazing students in any fashion. Examples of hazing include, but are not limited to:

(1) Adding unnecessary harassment, pain, embarrassment, or humiliation to normal functions: for example, having students shave without soap or take physical training in ponchos.

(2) Requiring students to eat, drink, or smoke any substance in any quantity or under any conditions contrary to their desires: for example, having students drink hot sauce, smoke under a bucket or poncho, or consume excessively spiced foods or inedible substances.

(3) Conducting kangaroo courts, mock executions or burials, or any other ceremony or ritual designed to inflict discomfort, fright, humiliation, or embarrassment upon students

(4) Embarrassing students concerning their religious or political beliefs, or regarding their permissible activities pertaining thereto.

j. Using foul, abusive, profane, or insulting language directed towards student personnel.

k. Separating students for differential treatment, individually or in groups, as a result of status or service obligation.

l. Physically abusing students in any manner. Personnel providing instruction may touch a student for the purpose of teaching proper task performance: for example, a student's arm may be touched to properly position it to teach correct execution of the salute. Basically, this regulation permits those physical actions which are unquestionably of an assisting nature. This regulation does not allow other physical contact, whether by a body part or by an object. Examples of actions constituting prohibited physical abuse include, but are not limited to:

(1) Striking, kicking, or shoving a student.

(2) Placing one's boot on a student's back or buttocks to straighten the student's body during pushups.

(3) Shoving or dragging a student to get the student to move more quickly.

(4) Deliberately stepping on the heels of students to get them in step.

(5) Causing students to run into objects

(6) Requiring students to do physical training on a surface that is likely to inflict injury or unwarranted discomfort.

(7) Requiring students to assume unnatural or painful positions

m. Inciting or allowing abuse between students. For example, no permanent party member may suggest, encourage, or allow one student to strike another, to give a "GI bath," or to conduct a "blanket party."

n. Employing mass punishment. Corrective instructional reinforcement will be done on an individualized basis only. Corrective training tasks given student personnel must rationally relate to the perceived deficiencies in their performance, behavior, or attitude. See AR 600-20, paragraph 4-6b.

o. Using physical training as a punishment

p. Punishing students by delaying, discouraging, or denying meals, rest, clothing, latrine usage and similar items or activities.

q. Delaying, discouraging, or denying access to sick call, the chain of command, trial defense counsel, chaplain, inspector general, equal opportunity, elected officials, legal assistance and claims officers, and similar officials or functions. Commanders and supervisors will fully inform all student personnel of their rights to such assistance and of the

requirement to seek prior authorization to be absent from their normal place of duty to exercise these rights. It is the responsibility of the chain of command to ensure that the soldier is protected from reprisal or retaliation for seeking assistance.

r. Restraining student personnel. Except when it is done pursuant to the apprehension of a suspected offender or done as a protective measure in an emergency situation, permanent party will not impose physical restraint on student personnel. This includes, for example, handcuffing, locking in rooms, tying with rope, and holding a student. In every circumstance in which permanent party personnel employ restraint on a student, the permanent party personnel will inform the student's chain of command immediately.

s. Unnecessarily exposing students to elements. Permanent party personnel will not require student personnel to stand in the sun, rain, cold, or endure any other exposure to environmental elements over and above that required for training. Permanent party personnel will not require students to sleep outside or in any other way deny students available comfort as a form of punishment or corrective training.

t. Unnecessarily exposing students to danger. Permanent party personnel will not intentionally march students into swamps, through deep or swift streams, across railroad trestles, nor expose them to any other situation in which injury or loss of life is possible. This proscription does not prohibit student participation in formally scheduled instruction in which reasonable safety precautions are taken.

#### 7. PROHIBITED PRACTICES BETWEEN SENIOR AND JUNIOR STUDENT PERSONNEL.

a. This regulation prohibits any relationship between student personnel of different rank which involves or gives the appearance of partiality, preferential treatment, the improper use of rank or position for personal gain or advantage, or which can otherwise reasonably be expected to undermine discipline, authority, or morale. See AR 600-20, paragraph 4-14 and the JER.

b. Officer and noncommissioned officer students shall not associate on terms of military equality with junior personnel in violation of the customs of the service. This regulation prohibits socializing or other contacts not required to accomplish the training mission. This does not prohibit participation in officially sponsored social functions during the course of instruction.

8. REFERENCES.

a. Title 10, United States Code, Sections 801 - 940, Uniform Code of Military Justice (UCMJ).

b. Title 18, United States Code, Crimes and Criminal Procedure.

c. Army Regulation 600-20, Army Command Policy.

d. Joint Ethics Regulation.

e. Letter, DAJA-SC, Subject: Reference Guide to Prohibited Activities of Military and Former Military Personnel; published annually by the Office of the Judge Advocate General, U.S. Army.

(MCCS-GJA)

FOR THE COMMANDER:

OFFICIAL:

CHARLES E. DYER, II

Colonel, MS

Secretary of the General Staff

  
PAUL D. ANDERSON

CPT, MS

Adjutant General

DISTRIBUTION:

A, plus

50 - MCCS-IAD