2-20 Officer - enlisted (Gambling)

a. Issue. The installation golf course hosts a weekly golf "scramble." As part of this activity, participants pay a $10 entry fee, and the winning scramble team keeps the money. The participants are randomly assigned to foursomes. As a result, officers are often in the same foursome with enlisted soldiers. Is the "scramble" under its current form allowed to continue? Is this unlawful gambling or socializing between officer and enlisted?

b. Activities of this type present complex legal issues and should be the subject of consultation with local legal advisors. Army policy allows associations between officer and enlisted that occur in the context of athletic and community events. Since the golf scramble is an organized community activity, sponsored by the installation golf course, officer and enlisted participation is allowed. However, soldiers should always consult local laws and pertinent DoD and Army regulations when determining whether an activity constitutes "gambling." Note that the Joint Ethics Regulation prohibits certain gambling by DoD employees while on duty or on federally owned or leased property. Also, the answer to this scenario could be very different if the weekly scramble is not hosted by the installation or by an authorized private organization, but is an informal arrangement in which both officers and enlisted personnel participate.

2-21 Officer - enlisted (Gambling)

a. A long-standing practice in the division is to have a weekly poker game involving members of the division staff. Both officer and enlisted participate, although care is taken so that people in the same rating chain do not play together. In addition, division members usually enter into pools related to sporting events (NCAA Basketball Tournament, Fantasy Football) involving members of the division staff. Both officer and enlisted participate. Is this a problem?

b. Like the example of the golf scramble, this scenario can require complex analysis. Army policy prohibits gambling between officer and enlisted. In addition, state laws may prohibit gambling in general or certain types of gambling, regardless of who participates. Further, the Joint Ethics Regulation prohibits certain gambling by DoD employees while on duty or on federally owned or leased property. Soldiers must be aware of both Army policy and applicable state law restrictions. Assuming the activities in this scenario do not violate the JER or state or local law, officers may participate in poker games or pools only with other officers, and enlisted may participate only with other enlisted.

2-22 Officer - enlisted (Married - gambling)

a. CPT Jones and her spouse, SGT Jones, were married at the time the new policy went into effect. Can they buy a lottery ticket together; go off to Atlantic City or Las Vegas and gamble together; or even participate together in the local church's bingo games?

b. The policy prohibits gambling between officers and enlisted personnel, and could be interpreted to prohibit gambling with one's spouse. However, the intent of the policy is not to disrupt typical family activities. In this case, since CPT Jones and SGT Jones are married, the cited activities are permissible. CPT Jones and Sergeant Jones must, of course, maintain proper decorum while in uniform and while in public.
Air Force Instruction 36-2909, Professional and Unprofessional Relationships

- Establishes command, supervisory and personal responsibilities for maintaining professional relationships
- Applies to all active duty, Reserve, and Air National Guard members

Professional Relationships

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

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

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

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

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

Dating and Close Friendships
- Become matters of official concern when 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

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

Recruiting, Training, Schools and Professional Military Education
- Relationships during these functions present additional risks
- Commands providing these functions may publish supplemental directives

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
- 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

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
• At a minimum, faculty and staff will not do the following with a trainee
  o Date or carry on a social relationship
  o Seek or engage in sexual activity with, make sexual advances to, or accept
    sexual overtures from
  o Use grade, position, threats, pressure or promises to gain any personal
    benefit
  o Share living quarters
  o Gamble with, lend money to, borrow money from or become indebted to
  o Solicit donations from, other than for Air Force approved campaigns
• Same limitations apply to immediate family members of trainee
• Trainees have independent obligation

Other Training and Education Settings

• Personal relationships with trainees or students must not compromise the integrity
  and leadership of the faculty and staff
• At a minimum, faculty and staff will not do the following with a trainee or student
  o Date or carry on a social relationship
  o Seek or engage in sexual activity with, make sexual advances to, or accept
    sexual overtures from
  o Use grade, position, threats, pressure or promises to gain any personal
    benefit
• Same limitations apply to immediate family members of trainee or student

Treatment, Care and Counseling

• Persons receiving medical, psychological, pastoral, legal or other professional
  care or counseling may be vulnerable to service provider
• Personnel providing treatment, care and counseling will not do the following with
  persons receiving their services
  o Seek or engage in sexual activity with, make sexual advances to, or accept
    sexual overtures from
  o Use their position to gain any personal benefit from
• Same limitations apply to immediate family members of person receiving services

Other Relationships

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

Fraternization (Article 134, UCMJ)

- Fraternization 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
- 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)

Officer/Enlisted M