



UNITED STATES MARINE CORPS
15TH MARINE EXPEDITIONARY UNIT
UNIT 42530
FPO AP 96610-2530

5370
SJA
20 May 10

POLICY LETTER 3-10

From: Commanding Officer, 15th Marine Expeditionary Unit
To: Distribution List

Subj: POLICY ON PERSONAL RELATIONS BETWEEN SERVICE MEMBERS

Ref: (a) U.S. Navy Regulations
(b) OPNAVINST 5370.2C, Navy Fraternalization Policy
(c) MCO P5354.1D W/CH 1, Marine Corps Equal Opportunity Manual

1. Purpose. To promulgate the 15th Marine Expeditionary Unit (MEU) policy on personal relations.
2. Cancellation. 15th MEU Policy Letter 3-09 of 17 Nov 09.
3. Applicability. This policy applies to all 15th MEU personnel, to include all Marine and Navy personnel, all attachments and detachments, and all military ship riders supporting the 15th MEU (hereinafter 15th MEU personnel).
4. Punitive Nature. This policy is punitive in nature. Failure to comply with the policy contained in this instruction may result in administrative and/or punitive action under the Uniform Code of Military Justice.
5. Policy
 - a. Fraternalization
 - (1) Fraternalization includes personal relationships between officer and enlisted members that are unduly familiar and do not respect differences in grade or rank. Such relationships contradict long-standing traditions of the naval service, weaken confidence in the chain of command and undermine good order and discipline. Such relationships are strictly prohibited.
 - (2) Fraternalization also includes inappropriate relationships between officer members or between enlisted members. Inappropriate relationships are those which are unduly familiar or do not respect differences in rank, and are prejudicial to good order and discipline or bring discredit to the naval service.
 - (3) Prejudice to good order and discipline or discredit to the naval service may result from, but is not limited to circumstances which:

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- (a) call into question a senior's objectivity;
- (b) result in actual or apparent preferential treatment;
- (c) undermine the authority of a senior; or
- (d) compromise the chain of command.

(4) Fraternization is a gender-neutral concept. Its focus is on the detriment to good order and discipline resulting from the erosion of respect for authority inherent in an unduly familiar senior-subordinate relationship.

b. Sexual Activity

(1) Personnel will not engage in sexual relations, under any circumstances, with any persons, to include spouses, fiancées, boyfriends or girlfriends, while on any ship, or pier, or during command-sponsored events or activities.

(2) 15th MEU personnel are prohibited from touching; each other, any member of the ships' crew, to include ship's company, attachments or military and civilian ship rider, in any manner tending to show affection or undue familiarity, such as hand-holding, hugging, kissing or fondling while on any U.S. Navy ship; at any pier or port facility that is being used by the USS PELELIU, USS PEARL HARBOR or USS DUBUQUE; at any command-sponsored event or activity; or while in uniform.

c. Off-Limits Spaces

(1) Unless directed by competent military authority or pursuant to one's military duties, the following locations are off-limits as places for males and females to occupy concurrently:

(a) Behind locked doors in an otherwise unmanned space, unless the door must be locked for security reasons (e.g., classified spaces).

(b) Berthing areas or lounges of members of the opposite sex. Members of the opposite sex may enter berthing spaces on official business. Entrance is announced by stating: "MALE ON DECK" or "FEMALE ON DECK" as applicable. In addition, whenever feasible, service members conducting official business should be escorted by a member of the opposite sex.

(c) After darken ship, remote places such as flight deck, cat walks, "fo'c'sle, A/C or fan rooms, ship's boats, hangar bay, vehicle stowage, well deck and similar areas, unless on official business.

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d. Sexual Harassment. As defined in reference (c), sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, making offensive gestures, statements, and jokes, and other verbal or physical conduct of a sexual nature. It undermines morale, discipline, and degrades mission readiness. I will not tolerate the sexual harassment of Marines, Sailors or civilians.

e. Additional policy. This policy incorporates by reference the policy and definitions in reference (b) and (c).

6. Responsibility. Leaders throughout the chain of command will:

a. Be especially attentive to their personal associations and those of their subordinates, to ensure they are supportive of the military chain of command and good order and discipline, and build unit cohesion and morale.

b. Ensure all members of the command are aware of the policies and prohibitions set forth herein.

c. Address offending conduct by taking immediate and appropriate action, to include counseling, issuing non-punitive letters of caution, comments on fitness reports, reassignment, and if necessary, appropriate punitive action.

7. Questions regarding this policy will be directed to the Staff Judge Advocate, 15th MEU.



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