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Personnel-General

Conduct Between Soldiers of Different Grades

By Order of the Secretary of the Army:

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General, United States Army
Chief of Staff

Official:


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History. This publication is a new Department of the Army regulation.

Authorities. The authority for this regulation is DoD 5500.7–R and DoDI 1304.33.

Applicability. This regulation applies to the Regular Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve, unless otherwise stated. Provisions of this regulation are punitive, and violations may subject offenders to nonjudicial or judicial action under the Uniform Code of Military Justice.

Proponent and exception authority. The proponent of this regulation is the Deputy Chief of Staff, G–1. The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling law and regulations. The proponent may delegate this approval authority, in writing, to a division chief within the proponent agency or its direct reporting unit or field operating agency in the grade of colonel or the civilian equivalent. Activities may request a waiver to this regulation by providing justification that includes a full analysis of the expected benefits and must include formal review by the activity's senior legal officer. All waiver requests will be endorsed by the commander or senior leader of the requesting activity and forwarded through their higher headquarters to the policy proponent. Refer to AR 25–30 for specific requirements.

Army internal control process. This regulation contains internal control provisions in accordance with AR 11–2 and identifies key internal controls that must be evaluated (see appendix B).

Suggested improvements. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to the Deputy Chief of Staff, G–1 (DAPE–MPC), 300 Army Pentagon, Washington, DC 20310–0300 or by email to usarmy.pentagon.hqda-dcs-g-1.mbx.command-policy@army.mil.

Distribution. This regulation is available in electronic media only and is intended for the Regular Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve.

SUMMARY

AR 600–32

Conduct Between Soldiers of Different Grades

This new regulation, dated 18 December 2023—

- Removes policy from AR 600–20, paragraphs 4–14 through 4–16, and establishes a new publication governing relationships between Soldiers of different grades (throughout).
- Adds records management (recordkeeping) requirements paragraph (para 1–5).

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Chapter 1

Introduction

1–1. Purpose

The purpose of this regulation is to prescribe Army policy governing relationships between Soldiers of different grades, and relationships and activities between Army personnel and recruits and trainees. It also assigns responsibilities and delegates authorities to implement those policies. The provisions of this regulation are punitive, and violations may subject offenders to nonjudicial or judicial action under the Uniform Code of Military Justice (UCMJ).

1–2. References, forms, and explanation of abbreviations

See appendix A. The abbreviations, brevity codes, and acronyms (ABCAs) used in this electronic publication are defined when you hover over them. All ABCAs are listed in the ABCA directory located at <https://armypubs.army.mil/>.

1–3. Associated publications

DA Pam 600–35 provides examples of proper and improper relationships between Soldiers of different grades, and it is intended to assist Soldiers in understanding the Army policy governing relationships between Soldiers of different grades.

1–4. Responsibilities

- a. The Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)) is responsible for developing and overseeing manpower policies and programs.
- b. The Deputy Chief of Staff, G–1 will—
 - (1) Provide advice and assistance to the ASA (M&RA) in the development of manpower policies and programs.
 - (2) Assist in developing Army policies and procedures governing relationships between Soldiers of different grades.
- c. Army command, Army service component command, direct reporting unit, and U.S. Army Reserve (USAR) commanders will—
 - (1) Establish a positive leadership climate within the unit and develop disciplined and cohesive units that contribute to setting the tone for social and duty relationships and responsibilities within the command.
 - (2) Enforce the Army's culture of trust, establish a positive command climate, and develop disciplined and cohesive units that set the tone for a professional organization free of improper relationships between Soldiers of different grades.

1–5. Records management (recordkeeping) requirements

The records management requirement for all record numbers, associated forms, and reports required by this publication are addressed in the Records Retention Schedule-Army (RRS–A). Detailed information for all related record numbers, forms, and reports are located in the Army Records Information Management System (ARIMS)/RRS–A at <https://www.arims.army.mil>. If any record numbers, forms, and reports are not current, addressed, and/or published correctly in ARIMS/RRS–A, see DA Pam 25–403 for guidance.

Chapter 2

Conduct Between Soldiers of Different Grades

2–1. Maintain good order and discipline

- a. This regulation applies to all relationships between Soldiers, regardless of grade or grade differences, as is intended to prevent any actual or perception of impropriety that may arise during interpersonal interactions. A special confidence and trust are placed in our officers and Noncommissioned officers (NCOs) that must be honored lest the very core of good order dissolve. Soldiers must remain aware

that relationships between Soldiers of different grades may lead to perceptions of favoritism or influence. The appearance of impropriety can be as damaging to morale and discipline as actual misconduct.

b. The policy focuses on managing our relationships to promote the health and welfare of all concerned and maintain good order, morale, and discipline. Proper leadership includes exercising care not to discriminate on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity or sexual orientation. Our relationships should provide the help and care necessary to build the loyalties and friendships that establish strong military communities. They must also build and maintain the structures necessary to accomplish the Army mission.

c. The authority or influence one Soldier has over another is central to any discussion of the propriety of a particular relationship between Soldiers of different grades. Abuse of authority and appearance of partiality are a source of problems. Limiting the potential for actual or perceived abuse of authority or partiality is a primary purpose of the policy on relationships.

2–2. Conduct between Soldiers

a. The term "officer" used in this regulation includes both commissioned and warrant officers, unless otherwise stated. The term "noncommissioned officer" refers to a Soldier in the grade of corporal to sergeant major/command sergeant major. The term "junior enlisted Soldier" refers to a Soldier in the grade of private to specialist. The provisions of this paragraph apply to both relationships between Soldiers in the Regular Army (RA) and Reserve Components and between Soldiers and personnel of other military services.

b. Soldiers of different grades must be cognizant that their interactions may create an actual or clearly predictable perception of undue familiarity between an officer and an enlisted Soldier, or between NCO and a junior enlisted Soldier. Examples of familiarity between Soldiers that may become "undue" can include repeated visits to bars, nightclubs, eating establishments, or homes between an officer and an enlisted Soldier, or an NCO and a junior enlisted Soldier, except for social gatherings, that involve an entire unit, office, or work section. Depending on the nature of the interaction, even one instance of such behavior could amount to undue familiarity. All relationships between Soldiers of different grades are prohibited if they—

- (1) Compromise, or appear to compromise, the integrity of supervisory authority or the chain of command.
- (2) Cause actual or perceived partiality or unfairness.
- (3) Involve, or appear to involve, the improper use of grade or rank or position for personal gain.
- (4) Are, or are perceived to be, exploitative or coercive in nature.
- (5) Create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.

c. Certain types of personal relationships between officers and enlisted Soldiers, or NCOs and junior enlisted Soldiers, are prohibited. Prohibited relationships include the following:

(1) Ongoing business relationships between officers and enlisted personnel, or NCOs and junior enlisted Soldiers. This prohibition does not apply to landlord/tenant relationships or to one-time transactions such as the sale of an automobile or house, but does apply to borrowing or lending money, commercial solicitation, and any other type of ongoing financial or business relationship. Business relationships between NCOs and junior enlisted Soldiers that exist at the time this policy becomes effective and that were authorized under previously existing rules and regulations, are exempt provided the individuals are not in the same unit or chain of command and the relationship does not meet the criteria listed in paragraphs 2–2b(1) through (5). In the case of USAR personnel, this prohibition does not apply to relationships that exist due to their civilian occupation or employment.

(2) Dating, shared living accommodations other than those directed by operational requirements, and intimate or sexual relationships between officers and enlisted personnel, or NCOs and junior enlisted Soldiers. This prohibition does not apply to the following:

(a) Marriages between an officer and an enlisted member or an NCO and a junior enlisted Soldier. However, when evidence of fraternization between an officer and enlisted member or an NCO and a junior enlisted Soldier prior to their marriage exists, their marriage does not preclude appropriate command action based on the prior fraternization. Commanders have a wide range of responses available including counseling, reprimand, order to cease a relationship prior to marriage, reassignment, administrative action, or adverse action. Commanders must carefully consider all of the facts and circumstances in

reaching a disposition that is appropriate. Generally, the commander should take the minimum action necessary to ensure that the needs of good order and discipline are satisfied.

(b) Situations in which a relationship that complies with this policy would move into noncompliance due to a change in status of one of the members (for instance, a case where two junior enlisted members are dating and one is subsequently commissioned or selected to be a warrant officer, commissioned officer, or NCO). In relationships where one of the enlisted members has entered into a program intended to result in a change in his or her status from enlisted to officer or junior enlisted Soldier to NCO, the couple must terminate the relationship permanently or marry within 1 year of the date of the appointment or the change in status occurs.

(c) Personal relationships between members of the RA and members of the USAR, when the relationship primarily exists due to civilian association and the USAR member is not on active duty (other than annual training).

(d) Soldiers and leaders share responsibility for ensuring that these personal relationships do not interfere with good order and discipline. Commanders will ensure that personal relationships that exist between Soldiers of different grades emanating from their civilian careers will not influence training, readiness, or personnel actions.

(3) Gambling between officers and enlisted personnel, or NCOs and junior enlisted Soldiers.

d. These prohibitions are not intended to preclude unit-based normal team building or activity based on interaction which occurs in the context of community based, religious, or fraternal associations such as scouting, youth or adult sports leagues or teams; membership in organizations such as the Masons or Elks; religious activities including chapel, church, synagogue, mosque, or religious education; Family gatherings; unit-based social functions; or athletic events.

e. All military personnel share the responsibility for maintaining professional relationships. However, in any relationship between Soldiers of different grade or rank, the senior member is generally in the best position to terminate or limit the extent of the relationship. Nevertheless, all members may be held accountable for relationships that violate this policy.

f. Commanders should seek to prevent inappropriate or unprofessional relationships through proper training and personal leadership. Commanders have a wide range of responses available should inappropriate relationships occur. These responses may include counseling, reprimand, order to cease, reassignment, or adverse action. Potential adverse action may include official reprimand, adverse evaluation report(s), nonjudicial punishment, separation, bar to continued service, promotion denial, demotion, and courts-martial. Commanders must carefully consider all of the facts and circumstances in reaching a disposition that is warranted, appropriate, and fair.

Chapter 3

Relationships During Recruiting and Entry-Level Training

3–1. Prohibited activities

a. Army personnel will treat each prospect, applicant, recruit, and trainee with dignity and respect as they pursue their aspiration of serving in the military. Army policy prohibits inappropriate relations between recruiters and prospects, applicants, and/or recruits and between trainers providing entry-level training or permanent party personnel and trainees. Soldiers may be subject to punishment under the UCMJ and/or adverse administrative action for violations to this policy. Department of the Army (DA) Civilians may be subject to administrative or disciplinary actions under applicable Federal law and regulation.

b. The prohibitions prescribed in this paragraph apply from the first contact between a recruit and recruiter through entry-level training and for 6 months after the trainee completes entry-level training. This list is not all-inclusive. Commanders of training commands (for example, U.S. Army Training and Doctrine Command, U.S. Army Medical Department Center and School, and U.S. Army Recruiting Command) are authorized to publish command-level supplemental regulations to paragraph 3–1b(1), which prohibited specific conduct within their respective organizations.

(1) Recruiters, permanent party personnel which includes trainees and students who are attending a training course for 20 weeks or longer, and trainers providing entry-level training will not—

(a) Develop, attempt to develop, or conduct a personal, intimate, or sexual relationship with any prospect, applicant, recruit, or trainee. The prohibited physical actions that may be indicative of an inappropriate relationship include, but are not limited to, handholding, kissing, embracing, caressing, and engaging in sexual activities. Prohibited personal, intimate, or sexual relationships may include, but are not

limited to, communicating or verbalizing the wanting, longing, needing, liking, contemplating of the inappropriate relationship with the prospect, applicant, recruit or trainee in person or through a third person; or via cards, letters, emails, telephone calls, instant messaging, text messaging, sexting, video, photographs, social media, social networking, and any other means of communication.

(b) Use grade or position, threats, pressure, or promise of return of favors or favorable treatment in an attempt to gain sexual favors from a prospect, applicant, recruit, or trainee.

(c) Make sexual advances toward, or seek or accept sexual advances or favors from, a prospect, applicant, recruit, or trainee. Recruiters and trainers will report to their chain of command any offer of sexual favors or sexual advances made by a prospect, applicant, recruit, or trainee.

(d) Allow a prospect, applicant, recruit, or trainee to enter their dwelling, except as otherwise authorized in this regulation (see para 3–1c(3)).

(e) Establish a common household with any prospect, applicant, recruit, or trainee (that is, they will not share the same living area in an apartment, house, or other dwelling). This prohibition does not include facilities open to all members of a homeowner's association or all tenants in an apartment complex.

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

(g) Provide alcohol to, or consume alcohol with, a prospect, applicant, recruit, or trainee on a personal social basis. This prohibition does not apply to the lawful practice of, or participation in, religious services, rites, or rituals.

(h) Attend social gatherings, clubs, bars, theaters, or similar establishments on a personal social basis with a prospect, applicant, recruit, or trainee.

(i) Gamble with a prospect, applicant, recruit, or trainee.

(j) Lend money to, borrow money from, or otherwise become indebted to a prospect, applicant, recruit, or trainee.

(k) Solicit donations from a prospect, applicant, recruit, or trainee.

(l) Hire or otherwise employ, in an official or personal capacity, a prospect, applicant, recruit, or trainee (for example, for babysitting or maintenance jobs).

(m) Accept personal goods, in an unofficial or personal capacity, from a prospect, applicant, recruit, or trainee for storage or any other reason.

(n) Participate in closed-door discussions with any prospect, applicant, recruit, or trainee. Recruiters and trainers will keep doors open when meeting with prospects, applicants, recruits, and trainees except when there is another person at least 18 years of age or older present, based on the proximity of others, there is a need to protect personally identifiable, sensitive information, or confidential information (these closed-door sessions will be short in duration), or 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.

(2) Recruits and trainees will not—

(a) Develop, attempt to develop, or conduct a personal, intimate, or sexual relationship with a recruiter, permanent party personnel, or trainer. This includes, but is not limited to, dating, handholding, kissing, embracing, caressing, and engaging in sexual activities. Prohibited personal, intimate, or sexual relationships include those relationships conducted in person; through a third party; or via cards, letters, emails, telephone calls, instant messaging, text messaging, sexting, video, photographs, social media, social networking, or any other means of communication.

(b) Make sexual advances toward, or seek or accept sexual advances or favors from, a recruiter, permanent party personnel, or trainer.

(c) Allow any recruiter, permanent party personnel, or trainer to enter their dwelling or privately owned vehicles except to conduct official business. Exceptions are permitted for official business when the safety or welfare of a recruiter or trainer is at risk. Additionally, recruiters may enter for official business only when a parent or guardian is present for the entirety of the visit.

(d) Establish a common household with a recruiter, permanent party personnel, or trainer, that is, will not share the same living area in an apartment, house, or other dwelling. This prohibition does not include facilities open to all members of a homeowner's association or all tenants in an apartment complex.

(e) Consume alcohol with a recruiter, permanent party, or trainer on a personal social basis.

(f) Attend social gatherings, clubs, bars, theaters, or similar establishments on a personal social basis with a recruiter, permanent party, or trainer.

(g) Gamble with a recruiter, permanent party personnel, or trainer.

(h) Lend money to, borrow money from, or otherwise become indebted to a recruiter, permanent party personnel, or trainer.

c. At a minimum and as required, the recruit, trainee, recruiter, permanent party personnel, or trainer will complete the following administrative actions. Commanding Officers of training commands may include additional administrative actions in command-level supplemental regulations.

(1) Administrative requirements for recruiters and recruits.

(a) Before performing recruiter duties, recruiters will sign a DD Form 2982 (Recruiter/Trainer Prohibited Activities Acknowledgment) acknowledging their understanding of the prohibitions listed in paragraph 3–1b(1) and their responsibilities regarding the policies prohibiting inappropriate behaviors and relations outlined in this regulation. Recruiters will recertify the DD Form 2982 annually. The DD Form 2982 will be locally filed and kept for 1 year after the recruiter has left the unit.

(b) During the initial visit, recruiters will provide all applicants with contact information they can use to notify someone if they believe their recruiter has acted improperly.

(c) No later than the first visit with a recruiter after a recruit's entry into the Delayed Entry Program, Future Soldier Program, Delayed Training Program, a recruit must sign a DD Form 2983 (Recruit/Trainee Prohibited Activities Acknowledgment) acknowledging their understanding of the prohibitions listed in paragraph 3–1b(2). The DD Form 2983 will be filed in the recruit's enlistment record and kept in accordance with system policy.

(d) Exceptions for recruits may be granted to accommodate relationships that existed before the recruit started the recruiting process. These relationships include, but are not limited to, Family members. Only the recruiter's commander in the grade of major or higher, or a higher level authority, has the authority to approve these exceptions. Recruiters must request the exception in writing to their commander. Higher level commanders may withhold this authority from subordinate commanders. All exceptions will be documented on DD Form 2982.

(2) Administrative requirements for trainers and trainees.

(a) Trainers providing entry-level training will sign a DD Form 2982 that acknowledges their understanding of the prohibitions listed in paragraph 3–1b(1) and their responsibilities regarding the policies prohibiting inappropriate behaviors and relations outlined in this regulation. Trainers will recertify the DD Form 2982 annually. The form will be locally filed and kept for 1 year after the trainer has left the unit.

(b) At the onset of the first training session, trainers will brief trainees on the policies prescribed in this regulation and provide information that trainees can use to contact someone in leadership if they wish to report any issue related to a trainer's inappropriate conduct.

(c) Trainees will sign a DD Form 2983 acknowledging their understanding and responsibilities as prescribed in this regulation no later than the first day of entry-level training. The DD Form 2983 will be locally filed and kept until 6 months after the trainee has left the unit.

(d) Exceptions for trainer and trainees may be granted to accommodate relationships that existed before the trainee started formal training. An exception may be granted for Family members. Only the trainer's or trainee's commanders in the grade of major or higher, or higher level authority, has the authority to approve these exceptions. Higher level commanders may withhold this authority from subordinate commanders. Trainers and trainees must request the exception in writing to their commander. All exceptions will be documented on DD Form 2982.

(3) Special consideration. The policy in this regulation is not intended to eliminate all opportunities for trainer and trainee external classroom professional development and mentorship, because these opportunities are important to the learning process. Leaders are responsible for setting the right command climate and providing guidelines for outside-the-classroom mentoring, morale and welfare, and team building activities. The prohibitions listed in paragraphs 3–1b(1) and 3–1b(2) related to private dwellings, privately owned vehicles, alcohol, and social gatherings do not apply to command-authorized programs such as the Military Academy's Cadet Sponsorship or Character Development programs or other similar social development programs within Reserve Officers' Training Corps (ROTC) programs, which provide breadth and depth to the education of future leaders. The prohibitions in paragraphs 3–1b(1) and 3–1b(2) related to alcohol and social gatherings also do not apply to command-authorized unit social events, such as unit dining in/out events, holiday receptions, or hail and farewell events, or inclusive group social functions, such as those by team, squad, or platoon, to which all group members are invited.

3–2. Accountability for violators

a. Substantiated violations of actions identified in paragraph 3–1*b*(1) by an Army recruiter or Army trainer providing entry-level training will require the Soldier to be processed for administrative separation from the Army, unless the Soldier is otherwise punitively discharged or dismissed from the Army for the violation as part of a court-martial sentence.

b. The requirement to initiate administrative processing does not mean that the result of that processing must be administrative discharge; whether administrative discharge is appropriate depends on the specific facts of each individual case.

c. Army recruiters and Army trainers will be held accountable at the discretion of the separation authority for findings of wrongdoing for actions identified in paragraphs 3–1*b*(1) and 3–1*b*(2). If the separation authority approves retention, they may initiate action for Secretarial plenary separation authority under AR 135–178 or AR 635–200, as appropriate.

d. DA Civilian recruiters or DA Civilian trainers who violate paragraph 3–1*b*(1) may be subject to administrative or disciplinary action up to and including removal from federal service.

e. Contractors providing recruiting and training services to the Army are bound by the terms of the applicable agreement or contract. Commanders who receive information that a contractor's employee is accused or suspected of engaging in prohibited activities will immediately contact the cognizant contracting officer for the contract.

Appendix A

References

Section I

Required Publications

Unless otherwise indicated, all Army publications are available on the Army Publishing Directorate website at <https://armypubs.army.mil>.

AR 135–178

Enlisted Administrative Separations (Cited in para 3–2c.).

AR 635–200

Active Duty Enlisted Administrative Separations (Cited in para 3–2c.).

DA Pam 25–403

Army Guide to Recordkeeping (Cited in para 1–5.).

DA Pam 600–35

Scenarios for Conduct Between Soldiers of Different Grades (Cited in para 1–3.).

DoD 5500.7–R

Joint Ethics Regulation (JER) (Cited in title page.) (Available at <https://www.esd.whs.mil>.)

DoDI 1304.33

Protecting Against Inappropriate Relations During Recruiting and Entry Level Training (Cited in title page.) (Available at <https://www.esd.whs.mil>.)

Section II

Prescribed Forms

This section contains no entries.

Appendix B

Internal Control Evaluation

B–1. Function

This internal control evaluation assesses policy and procedures governing conduct between Soldiers of different grades.

B–2. Purpose

The purpose of this evaluation is to assist commanders and other Army organizations and personnel responsible for evaluating the key internal controls listed in paragraph B–4. It is intended as a guide and does not cover all controls.

B–3. Instructions

Answers must be based on the actual testing of key internal controls (for example, document analysis, direct observation, sampling, simulation, other). Answers that indicate deficiencies must be explained and the corrective action identified in supporting documentation. These key internal controls must be evaluated at least once every 5 years. Certification that the evaluation has been conducted must be accomplished on DA Form 11–2 (Internal Control Evaluation Certification).

B–4. Test questions

- a. Does the commander enforce Army policy on fraternization which may include counseling, reprimand, order to cease, reassignment, or adverse action?
- b. Before performing recruiter duties, does the recruiter sign a DD Form 2982 (Recruiter/Trainer Prohibited Activities Acknowledgment) to acknowledge their understanding of the prohibitions listed in paragraph 3–1*b*(1) and their responsibilities to avoid the prohibited inappropriate behaviors and relations outlined in this regulation.
- c. Does the recruiter recertify the DD Form 2982 annually?
- d. Is the DD Form 2982 locally filed and kept for 1 year after the recruiter has left the unit?

B–5. Supersession

Not applicable.

B–6. Comments

Help make this a better tool for evaluating internal controls. Submit comments to the Deputy Chief of Staff, G–1 (DAPE–MPC), 300 Army Pentagon, Washington, DC 20310–0300 or by email to usarmy.pentagon.hqda-dcs-g-1.mbx.command-policy@army.mil.

Glossary of Terms

Active duty

Full-time duty in the active military service of the United States, including full-time training duty; annual training duty; attendance, while in the active military service, at a school designated as a service school by law or by Secretary of the military department concerned. This term does not include FTNGD (See 10 USC 101).

Army National Guard

That part of the organized militia of the several States and territories, Puerto Rico, and District of Columbia, active and inactive, that is a land force; is trained, and has its officers appointed, under the sixteenth clause of section 8, article I, of the Constitution; is organized, armed, and equipped wholly or partly at Federal expense; and is federally recognized (see 10 USC 101).

Army National Guard of the United States

The Reserve Component of the Army all of whose members are members of the ARNG (see 10 USC 101).

Cadet

A term that applies to all enrolled members of the ROTC Program, including alien students enrolled in MS I or MS II. As a grade of rank, this term applies only to advanced course and scholarship cadets (see AR 145-1).

Chain of command

The succession of commanding officers from a superior to a subordinate through which command is exercised (see JP 1-0).

Delayed Entry Program

See 10 USC 513 and AR 601-2.

Entry-level training

Recruit and Initial Skill Training, to include One Station Unit Training, and Officer Acquisition Training, to include Officer Candidate School, the ROTC, and the Service Academies (see DoDI 1304.33).

Gender identity

An individual's internal or personal sense of gender, which may or may not match the individual's biological sex (see DoDI 1300.28).

Grade

A step or degree, in a graduated scale of office or military rank, that is established and designated as a grade by law or regulation (see 10 USC 101).

National origin

An individual's or ancestor's place of origin. Also applies to a person who has the physical, cultural, or linguistic characteristics of a national group (see DoDI 1350.02).

Permanent party personnel

Active duty and Reserve Component military personnel who are assigned to or are attached to an installation in a PCS status. Also includes trainees or students who are attending a training course for 20 weeks or longer (see DoDM 4165.63).

Prospect

Any person who has expressed, to recruiting personnel, an interest in enlisting or receiving an appointment in a Military Service and who appears to possess, or who may in the future possess, the potential and qualifications for enlistment or appointment in said Military Service. An individual who expresses a loss of interest in enlistment or appointment will continue to be a prospect for the purpose of this regulation for a period of 1 year from the date they express their loss of interest to recruiting personnel. Individuals who possess the potential or qualifications for enlistment or appointment at some point in the future may include, but are not limited to, individuals who do not meet minimum age requirements, who scored too low on the qualification testing but will be eligible to retest, or who have not completed their education. An individual who expresses an interest in enlistment or appointment but is permanently barred under existing regulations is not a prospect (see DoDI 1304.33).

Race

A division of humans identified by the possession of traits that are transmissible by descent and that are sufficient to characterize persons possessing these traits as a distinctive human genotype (see DoDI 1350.02).

Rank

The order of precedence among members of the armed forces (see 10 USC 101).

Religion

A personal set or institutional set of attitudes, moral or ethical beliefs, and practices that are held with the strength of traditional religious views, characterized by ardor and faith, and generally evidence through specific religious observances (see DoDI 1350.02).

Substantiated violation

A violation will be treated as substantiated if there has been a court-martial conviction for a violation of the policy, but the adjudged sentence does not include discharge or dismissal; or if a nonjudicial punishment authority under 10 USC 815 has determined that a Servicemember has committed an offense in violation of the policy and imposed nonjudicial punishment upon that member (see DoDI 1304.33).

Trainee

Any military or civilian member undergoing initial military training in a formal training course with a unique training course identifier, or in an in-residence or education course (see DoDI 1304.33).

Trainer

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 (see DoDI 1304.33).

UNCLASSIFIED

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