



DEPARTMENT OF THE NAVY
COMMANDING OFFICER
U.S. NAVAL STATION GUANTANAMO BAY CUBA
PSC 1005 BOX 25 FPO AA 34009-0100

9 October 2024

Commanding Officer's Policy 3-24

From: Commanding Officer, U.S. Naval Station, Guantanamo Bay, Cuba

Subj: FRATERNIZATION

Ref: (a) OPNAVINST 5370.2E
(b) OPNAVINST 5730.2E
(c) Section 1165 of U.S. Navy Regulation

1. My obligation as your Commanding Officer, is to maintain a work environment free from inappropriate and unauthorized relationships which are counter to good order and discipline, and which have the potential to undermine our overall mission effectiveness.
2. In accordance with reference (a), "Fraternization is a gender-neutral concept used to identify personal relationships that do not respect the bounds of acceptable senior-subordinate relationships. Personal relationships between officer and enlisted members that are unduly familiar and do not respect differences in rank and grade are prohibited and violate long-standing customs and traditions of the U.S. Navy. Relationships that are unduly familiar between officers or between enlisted members of different rank or grade may also be prejudicial to good order and discipline and are also prohibited. Although it has most commonly been applied to officer - enlisted relationships, fraternization also includes improper relationships and social interaction between anyone in a senior/subordinate or supervisory relationship and applies regardless of the service affiliation of the other officer or enlisted member, including members of foreign military services."
3. All leaders throughout the chain of command, both officer and enlisted, are responsible for addressing questionable conduct, including fraternization by superiors, peers, and subordinates. Leadership will promptly address the offending conduct by taking appropriate action to include counseling, issuing letters of instruction, commenting on fitness reports or performance evaluations, reassignment, and, if necessary, by taking appropriate disciplinary steps, to include non-judicial punishment.
4. It is however important to note that this guidance is not meant to preclude proper social interaction and appropriate personal relationships throughout the command as these are an important part of unit morale and esprit de corps. For example, officer and enlisted participation on command sports teams, and at other command-sponsored events intended to build unit morale and camaraderie, are healthy, appropriate, and encouraged. Refer to references (a) and (b) for questions relating to the Navy's Fraternization Policy.


M. R. STEPHEN