

Headquarters
U.S. Army Armor Center and Fort Knox
Fort Knox, Kentucky 40121-5000
27 March 2002

*Fort Knox Reg 600-20

Personnel - General

PERMANENT PARTY - TRAINEE RELATIONS

Summary. This regulation provides guidance on the treatment of trainee personnel, including basic training (BT), advanced individual training (AIT), one station unit training (OSUT), Personnel Control Facility (PCF) casual personnel, and United States Military Academy (USMA) and Reserve Officers Training Corps (ROTC) cadets, by permanent party and other nontrainee personnel.

Applicability. This regulation applies to all major subordinate commands, directorates and staff offices/departments, this headquarters, Fort Knox Partners in Excellence per host-tenant agreements, and all other units, organizations, and individuals assigned or attached to this command or operating on Fort Knox or its sub-installations.

Suggested improvements. The proponent of this regulation is the Office of the Staff Judge Advocate. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) through channels to Commander, United States Army Armor Center (USAARMC) and Fort Knox, ATTN: ATZK-JAA, Fort Knox, Kentucky 40121-5000.

1. **Purpose.** To provide guidance on the treatment of trainee personnel by permanent party and other nontrainee personnel.
2. **Punitive nature.** Personnel subject to the Uniform Code of Military Justice (UCMJ) who violate the provisions of this regulation are subject to punishment under the UCMJ, as well as to adverse administrative action.
3. **Applicability to civilian personnel.** Civilian employees of the U.S. Army are subject to this regulation. Violation of this regulation by a civilian employee may subject the employee to disciplinary or other administrative action.
4. **Definitions.** For the purposes of this regulation, the following definitions apply:
 - a. The term "trainee" includes:
 - (1) Enlisted soldiers assigned or attached, for the purpose of receiving training or processing, to any unit or organization on this installation conducting Reception Battalion

*This regulation supersedes Fort Knox Reg 600-20, 4 April 1997.

activities, BCT, OSUT, or AIT. A soldier's status as a trainee does not terminate upon graduation from training but continues until soldiers depart this installation pursuant to Permanent Change of Station (PCS) orders, report to a post-training unit on this installation where they are assigned as permanent party, or become a cadre member.

(2) Reserve Officers Training Corps or USMA cadets receiving training at Fort Knox, except those participating in the Drill Cadet Program (DCP) or Cadet Troop Leader Training (CTLT), from the initial reporting date until final departure from the installation.

(3) Personnel Control Facility casual personnel.

(4) Soldiers held over or removed from training due to delays from security clearances, medical clearances, or similar processes.

b. The term "permanent party" includes:

(1) Any personnel assigned to Fort Knox on permanent orders regardless of the soldier's duty assignment.

(2) Any personnel assigned, attached, or present for the purpose of providing or assisting in the provision of BCT, OSUT, AIT, ROTC-related training, or USMA-related training, or for any reason not related to the reception of such training.

(3) Any personnel attached for the purpose of professional development training, such as any officer basic/advanced course or noncommissioned officer development course.

c. The term "haze" is defined as follows:

(1) Any conduct whereby a military member, regardless of rank, causes another military member, regardless of rank, to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to perpetrate any such activity is also considered as hazing. Hazing need not involve physical contact among or between military members; it can be verbal or psychological in nature. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator. Examples of hazing can include, but are not limited to, the following: playing abusive tricks; threatening or offering violence or bodily harm to another; striking; branding; tattooing; any consumption of alcohol, drug, or tobacco product; or causing the harmful, excessive, or abusive consumption of food or any other substance.

(2) Hazing does not include command-authorized mission or operational activities, the requisite training to prepare for missions or operations, administrative corrective measures, extra military instruction, command-authorized physical training, and other similar activities that are authorized by the chain of command.

d. The term “sexual harassment” consists of the following:

(1) Behavior of a sexual nature that attempts to control, influence, or affect the career, pay, or job of a soldier or civilian employee.

(2) Deliberate or repeated verbal comments or gestures of a sexual nature that are offensive to the person to whom addressed.

(3) Making abusive contact of a sexual nature.

5. Policy on relationships with trainees.

a. Special requirements. The youth and lack of military experience typical of personnel receiving initial entry training or similar training or processing at USAARMC and the unique nature of the training environment create special problems regarding relationships with trainees. Accordingly, additional restrictions must apply to such relationships.

b. General principles applicable to treatment of trainees. Regard for the dignity and welfare of the individual trainee shall be exercised at all times. Adherence to this principle does not impede effective training or discipline. It is not intended to result in the pampering or coddling of trainees; trainees will be treated as adult individuals. The training environment will be devoid of harassment. Trainers will maintain a relationship with trainees and other permanent party personnel that is professional and appropriate for the effective conduct of training.

6. Prohibited acts. Permanent party and other nontrainee personnel assigned/attached to or performing duties in any unit or organization on this installation shall not:

a. Assault, strike, kick, manhandle, or physically abuse a trainee or permit or encourage a trainee to strike, kick, manhandle, or physically abuse another trainee. Physical contact with soldiers for disciplinary or other reasons is prohibited, except where the safety of the IET soldier is in question (i.e., heat exhaustion, physical injury, etc.). Physical contact when making corrections directly related to training is permitted. Cadre will not be required to ask the soldier's permission to make the necessary corrections.

b. Haze, harass, interfere with legitimate privileges of, impose mass punishment upon, unwarrantedly interrupt the sleep of, or use military drill as punishment of a trainee.

c. Use or condone trainee use of profane, provocative, abusive, or contemptuous language, comments, or gestures that are personal in nature toward a trainee.

d. Engage in sexual harassment, fraternization, or unprofessional associations. Such actions are explicitly forbidden by AR 600-20 and are punishable offenses under the Uniform Code of Military Justice. Incidents of sexual harassment, fraternization, or unprofessional association

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will be reported IAW para 2-7, TRADOC Regulation 350-6, Enlisted Initial Entry Training (IET) Policies and Administration.

- e. Gamble with a trainee.
- f. Coerce, force, or otherwise require a trainee to perform an act of personal servitude.
- g. Socialize with a trainee except in an official capacity.
- h. Coerce, force, or otherwise require a trainee to do an act that is embarrassing, demeaning, or humiliating under the guise of corrective training. Drill sergeants and other noncommissioned officers may be authorized to require an individual to repeat a particular training exercise when the trainee's performance is below standard. However, such corrective training measures must consider the physical limitations of the training and must bear a direct relationship to the weakness or defect for which the corrective training was imposed. For example, it is not permissible to require a trainee to engage in repetitive close order drill if the weakness is in some other area, such as poor marksmanship.
- i. Prohibit or intimidate a trainee in an effort to prevent the voicing of complaints to any member of the chain of command, the Inspector General, members of Congress, or other agencies.
- j. Confiscate money or property of a trainee and convert it to personal use. Unauthorized items may be confiscated, but a receipt shall be given to the owner and the item returned when possession is authorized. The possession of contraband items is unlawful at any time. Such items shall be confiscated and turned over to the proper law enforcement agency or forwarded to the property disposal office for disposal.
- k. Deny a trainee the right to go on sick call. Only an authorized medical authority may determine whether a trainee is fit for duty.
- l. Withhold a pass from trainees contingent upon the performance of an act or duty beyond that which they are required to do lawfully to be entitled to a pass.
- m. Collect money from trainees, except voluntary donations to a designated person conducting either the Army Emergency Relief Campaign or the Combined Federal Campaign. Specifically prohibited are:
 - (1) The collection of money from trainees for the purpose of purchasing items such as floor wax, polish, Brasso, cleaning supplies and utensils, personal health and comfort items, for either collective use by trainees or by an individual.
 - (2) The collection of money, whether on a voluntary basis or otherwise and whether at the initiation of trainees or otherwise, for the purpose of a fund to pay for either a unit graduation

party or the purchase of apparel or commemoratives embossed with the unit name and symbol, such as hats, tee shirts, or medals.

n. Accept or solicit a gift, money, contribution, or any item of value from a trainee, trainee's spouse, or trainee's family, whether voluntary or otherwise and whether initiated by a trainee or otherwise.

o. Engage or attempt to engage in financial or business dealings with a trainee. This includes, but is not limited to, selling or renting to or from, performing services for or receiving services from a trainee, or encouraging or endorsing the use of any commercial entity. (Note that authorized fundraisers on behalf of an approved private organization may be permitted in accordance with paragraph 7 below.)

p. Accept any contribution, donation, gift, etc., from any agent, merchant, vendor, or other outside source that targets trainees for commercial solicitation.

q. Participate through a private organization in the solicitation or acceptance of any contribution, donation, gift, etc., from any agent, merchant, vendor, or outside source that targets trainees for commercial solicitation, except as indicated in paragraph 7 below.

r. Establish more rigid appearance standards for trainees than for permanent party personnel, especially with regard to haircuts and mustaches. Department of the Army policy on haircuts and mustaches is specifically delineated in AR 670-1, paragraph 1-8, and will apply to all personnel of the command, trainee and permanent party alike.

s. Borrow from or lend to a trainee money or any item.

7. Activities of private organizations. There is no official relationship between private organization activities and official duties and responsibilities of Department of Defense personnel. Private organizations are not part of the military organization; however, a private organization's conduct on the installation is subject to regulation. The following provisions govern the relationship between a private organization and its members and trainees and their families.

a. Private organizations, approved by the installation commander's designee, may sell commemorative items embossed with the unit name and symbol, such as hats, tee shirts, medals, or books and the like to trainees' families. Unit commemorative items may be purchased on graduation day, before departure from the installation, enroute PCS to their next duty station.

b. Sales to trainees' families will be limited to official family days conducted by the unit and graduation day.

c. Private organization fundraising activities, such as sales, may be authorized by the installation commander's designee (Commercial Concerns, 4-8391). Such sales will not target

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trainees as the primary clientele. Trainees are permitted to purchase items from authorized private organization fundraising activities. Under no circumstances will trainees be coerced or encouraged by cadre to make purchases or donations. Nothing in this paragraph is intended to limit the ability of battalion or brigade commanders to prohibit sales in areas under their control.

d. Members of the trainee's company-level chain of command are prohibited from conducting sales as representatives of private organizations. Additionally, members of private organizations who are military or government employees are not permitted to conduct sales during duty hours unless such individuals are in a leave status or on their usual/scheduled day off. (Note: Military members engaging in sales may not be in uniform.)

e. Private organizations conducting resale activities on family and graduation days will be limited to those whose constitutions and bylaws provide for supporting the trainee's company, battalion, or brigade. Brigade commanders may limit the number of private organizations conducting sales, the time of the sales, and locations for the sales.

8. Severability of provisions. If a provision of this regulation is held invalid, all valid provisions that are severable shall remain in effect.



R. STEVEN WHITCOMB
Major General, USA
Commanding

ROBERT L. BROOKS
Director, Information Management

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