

Chapter 4

INAPPROPRIATE BEHAVIOR

(HAZING, HARRASMENT, PDA, & FRATERNIZATION)

EXCELLENCE/DISCREPANCY REPORT		
LAST NAME - FIRST NAME - MIDDLE INITIAL		GRADE
ORGANIZATION	CLASS/FLIGHT (If Applicable)	
EXCELLENCE/EXHIBITED DISCREPANCY (Be specific)		
TIME	DATE	PLACE
PRINTED NAME OF REPORTING INDIVIDUAL		SIGNATURE OF REPORTING INDIVIDUAL

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INAPPROPRIATE BEHAVIOR: AFJROTC is a sanctuary. The goal is to motivate cadets to become better citizens, not to punish cadets. Despite that, some cadets may choose to behave in disruptive ways and such inappropriate behavior can negatively affect other cadets. **These behaviors won't be tolerated under any means.** Such behavior may result in 341s, probation, or removal from the program. 341s are the primary method the Air Education and Training Command use to document discrepancies and excellence. These 341s can be given by cadets with ranks equal to or higher than a C/Master Sergeant and Flight Sergeants (to their flight).

Cadets will not engage in the following inappropriate behaviors at any time, in any location, in or out of uniform, during any activity associated with AFJROTC. These behaviors include, but are not limited to:

Consuming alcohol, drug use or abuse, tobacco use, horseplay, public display of affection, fighting, disparaging remarks, insubordination, disrespect, verbal threats, and physical attacks. Such behavior could result in cadet removal from the cadet staff or AFJROTC Program.

HAZING POLICY - Hazing is defined as the practice of directing someone of lesser rank to perform a humiliating act which entails the surrender of dignity and self-respect or orders a hazardous act which exposes one to physical danger or bodily harm.

Hazing, degrading, or deliberately embarrassing cadets will not be tolerated or permitted during any AFJROTC activities from the classroom to any field trips and everything that involves the unit. This includes **“OFF CAMPUS”** activities. Examples of these activities are listed below:

- ✧ Horseplay, fighting or physical attacks; to include physical discipline
- ✧ Disparaging remarks or verbal threats
- ✧ Vulgar conduct and language are not acceptable. Such conduct risk undermining the effectiveness of leadership.
- ✧ Insubordination

The KY-951 instructors will constantly review its policies to ensure the health and well-being of all cadets is not placed at risk. Cadets in leadership positions are continually trained to recognize hazing and inappropriate disciplinary activity. ***Cadet leaders set the example for other cadets in the Corps!!***

Also, cadet organizations will **NOT** require or allow initiation activities that include hazing or other activities that are degrading or embarrassing to the cadet or Cadet Corps.

In accordance with AFJROTC policy; push-ups or any other types of physical disciplinary action will not be condoned by any cadet, regardless of rank or position. This type of behavior will be immediately reported to the chain of command. The SASI and ASI will also be informed immediately.

HARASSMENT: NO FORM OF SEXUAL HARASSMENT WILL BE TOLERATED!

Any of the following may constitute sexual harassment or discrimination:

- ✧ ***Physical Contact:*** Squeezing a person's shoulder or putting a hand around his/her waist, or any other body part
- ✧ ***Gestures:*** Puckering one's lip suggestively or making obscene signs with one's fingers or hands
- ✧ ***Jokes:*** Telling off-color, ethnic, or racial jokes
- ✧ ***Pictures:*** Pin-ups, particularly those of scantily clad individuals. Or taking pictures of individuals inappropriately.
- ✧ ***Comments:*** Generalities that lump groups together or disparage them
- ✧ ***Questionable Compliments:*** Compliments can make individuals feel uncomfortable or worse, can disrupt unit morale. Even if the person who received the "***compliment***" is not disturbed by it, others might find it offensive

"Any of the types of harassment mentioned above is not necessary and jeopardizes unit morale."

PUBLIC DISPLAY OF AFFECTION (PDA): Cadets must not engage in public displays of affection including, but not limited to, hand holding (except when holding a young child's hand), walking arm-in-arm, embracing, caressing, and kissing. Public displays of affection are inappropriate and prohibited for cadets in uniform. Remember you are in uniform, these actions violate a long-standing custom of service and viewed as service discrediting and detract from a professional image that the Air Force wants to project to the public.

When not in uniform, cadets should use good judgment to ensure they do not bring discredit to themselves, or the unit. ***PDA discredits AFJROTC, since indiscriminate displays of affection shows lack of maturity, discipline, and restraint in public.*** It also detracts from the professional image of AFJROTC and their unit. It can also be harmful to the good order, discipline, and morale of the Cadet Corps. ***Bottom Line: No PDA at any time, Period!!***

AFI 36-2903 (2.13.6) gives further guidance, should you want to review further.

FRATERNIZATION (Dating) is the association by forming a relationship with someone, especially when one is not supposed to. Cadets should stay away from those who are involved in drugs or alcohol or gang activities of any sort. Entering in a relationship with another cadet also effects unit morale, especially if a cadet is a "Multi-Year" cadet and viewed as a leader within the unit. At no point will a cadet use AFJROTC classrooms, after-school activities, or any other aspect of the program to their personal advantage (i.e. Hook-up). **Having an intimate relationship with fellow cadets in the Corps is strictly prohibited and will result in disciplinary actions.**

While instructors will not ask cadets if they are dating other cadets. This subject will be monitored by the "Honor Code" and the following restrictions will apply to cadets that ignore this rule for the protection of the reputation of KY-951.

- ✪ ***Cadets may not hold a leadership position (SNCO & Above)***
- ✪ ***During community service, dating cadets must be separated***
- ✪ ***On "Day" field trips, dating cadets must be separated***
 - ✪ ***At no point allowed in the same group***
- ✪ ***On "Overnight" field trips, only one cadet will be allowed on trip***
 - ✪ ***The junior cadet will have the option to attend***
 - ✪ ***Regardless of standing within the unit***
 - ✪ ***These rules apply to LDR programs as well***
- ✪ ***Any other measure deemed necessary by instructors***
 - ✪ ***Health of the unit takes precedence***

As discussed during the review of the cadet guide, cadets are failing to understand the second Core Value of the Air Force of “**Service before Self**” and allowing their personal interests outweigh the entire health of the KY-951 program.

Cadets should understand that instructors are relying on the “Honor Code” for this subject and expect cadets to resign immediately upon their decision to break this rule. At least the cadet is being honorable to the unit by utilizing their own integrity and abiding by the honor code.

Those utilizing the option of not living honorably and expecting all cadets to “**Look the other way**” should make sure that they understand the restrictions that come with breaking this rule.

Instructors will have no sympathy for cadets that feel their “personal wants and desire” outweigh the morale of the entire unit,

No EXCEPTIONS!!!

CYBERBULLING is not permitted. There shall be no rumors or gossip spread about any cadet within this corps. (Facebook, Twitter, KIK, Instagram, Snapchat, etc.)