



# THE IG UPDATE



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## Conduct Between Soldiers of Different Grades (AR 600-32)

Army Regulation 600-20, Army Command Policy, states “*The Army places a high value on the rights of its Soldiers to observe tenets of their respective religions or to observe no religion at all; while protecting the civil liberties of its personnel to the greatest extent possible, consistent with its military requirements.*”

Soldiers’ requests for religious accommodations are generally in these five categories:

- **worship practices;**
- **dietary practices;**
- **medical care** (including immunizations);
- **wear and appearance of the uniform;** and
- **personal appearance and grooming practices**

To initiate a request for religious accommodation, a Soldier will notify their immediate commander, orally or in writing, citing their religious beliefs and specific accommodation request(s). The commander will consult with the senior chaplain for guidance.

Accommodation request processing times may vary depending on the nature of the request, the Soldier’s component, and the location of the Soldier (CONUS/OCONUS).

*Soldiers granted facial hair accommodations on religious grounds are required to produce a copy of the decision memorandum on request.*

– HQDA EXORD 263-25, para 3.A.5



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### Pertinent Regulations/Policies:

- HQDA EXORD 263-25, Implementation of Army Directive (AD) 2025-13
- AD 2025-13, Facial Hair Grooming Standards
- DoDI 1300.17, Religious Liberty in the Military Services
- AR 600-20, Army Command Policy (*specifically para. 5-6 and Appendix G*)
- AR 670-1, Wear and Appearance of Army Uniforms and Insignia
- DA PAM 670-1, Guide to the Wear and Appearance of Army Uniforms and Insignia
- Example Accommodation Memo: <https://go.mil/dl7yw75y1h>



# 21<sup>ST</sup> TSC IG UPDATE



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## Conduct Between Soldiers of Different Grades (AR 600-32)

### Prohibited Relationships

- **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.

- **Certain types of personal relationships between officers and enlisted Soldiers, or NCOs and junior enlisted Soldiers, are prohibited.**

**Prohibited relationships include the following:**

- Ongoing business relationships between officers and enlisted personnel, or NCOs and junior enlisted Soldiers.
- 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.
- Gambling between officers and enlisted personnel, or NCOs and junior enlisted Soldiers.

### Authorized Relationships

- **Landlord/Tenant relationships** or one-time transactions such as the sale of an automobile or house.
- **Marriages** between an officer and an enlisted member or an NCO and a junior enlisted Soldier.

*(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 one year of the date of the appointment or the change in status occurs)*

### Key Takeaways

- AR 600-32 is not optional - it is a punitive regulation with UCMJ consequences.
- Commanders must lead by example and enforce standards consistently.
- The regulation is designed to protect Soldiers, preserve trust, and strengthen unit cohesion.

### Disclaimer:

This summary is not inclusive of all rules and guidance put out by the Department of War or the Department of the Army. Please review the references to ensure a comprehensive understanding of any information presented that may not be covered.

### References:

AR 600-32

*(Conduct Between Soldiers of Different Grades)*

DA PAM 600-35

*(Scenarios for Conduct Between Soldiers of Different Grades)*

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