



State of New Jersey

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TAG POLICY LETTER 18-4*

15 May 2018

FRATERNIZATION

1. Fraternization among employees of the Department can result in a real or perceived conflict of interest. Whether an actual or perceived impropriety, the result is damaging to the public trust and confidence in the Department, and detrimental to good order and discipline. The term "fraternization" refers to relationships between employees of different rank or position. Employees of this Department include State employees, Federal Technicians, and military service members of the New Jersey Army and Air National Guard (AGR and Traditional Drilling Guard members).

2. Fraternization describes an inappropriate and unprofessional relationship that can result in or reasonably create the appearance of favoritism, misuse of office or position, and/or the abandonment of organizational goals for personal interests. Most typically this would occur between an employee and their supervisor.

3. Sound professional interpersonal relationships are essential to the continued success of the Department. The nature of our Department's business requires that we work together as a team. To ensure we maintain good order and discipline, and the confidence and trust of the Veterans and citizens of New Jersey, we must all exercise good judgment and common sense in our relationships with co-workers.

4. Specific rules and guidelines concerning fraternization, conflicts of interest, and inappropriate relationships, for each category of employee, are addressed in the following references:

a. State Employees:

- NJDMAVA 010.1, *Code of Ethics*, 21 September 2017
- *New Jersey Uniform Ethics Code*, January 2018
- NJSA 52:13D-12, *Conflicts of Interest Law*
- NJSA 52:13D-23, *Uniform Ethics Code*

b. Federal Technicians:

- 5 CFR 735, *Employee Responsibility and Conduct*
- 5 CFR 2635, *Standards of Ethical Conduct for Employees of the Executive Branch*


5. This document supersedes TAG Policy Letter 17-1 dated 23 January 2017

c. Military Service Members:

- DOD Directive 5500.7-R, *Joint Ethics Regulation*, 17 November 2011
- Army Regulation 600-20, *Army Command Policy*, 6 December 2014
- USAF Instruction 36-2909, *Professional and Unprofessional Relationships*, 17 November 2011
- NJNG Joint Bulletin No. 2, *Standards of Official Conduct*, 14 June 2016

5. Relationships between employees of this Department should not interfere with good order and discipline, training, overall unit readiness, and daily interaction with the Veterans and citizens of New Jersey. It is the responsibility of commanders and supervisors at all levels to ensure compliance with the applicable regulations through proper training and leadership by example.

6. Consult the Office of the Staff Judge Advocate or DMAVA's Ethics Liaison Officer for guidance and training in this area.


JEMAL J. BEALE
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The Adjutant General

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