

 <p>CD-190400</p>	<h1>NEW MEXICO CORRECTIONS DEPARTMENT</h1> <p><i>"We commit to the safety and well-being of the people of New Mexico by doing the right thing, always."</i> Courage Responsibility Ethics Dedication - CREDibly serving the public safety of New Mexico</p>	
	ISSUE DATE: 06/05/03	REVIEW/REVISED: 05/31/12
	EFFECTIVE DATE: 06/12/03	
TITLE: Academy Unprofessional Relationships and/or Fraternization		

AUTHORITY:

- A. Policy *CD-000100*
- B. Section 33-1-11 NMSA, 1978

REFERENCE:

Air Force Instruction – AFI 36-2909, 5/1/99

PURPOSE:

The purpose of this policy is to establish criteria, procedures and responsibilities for maintaining professional relationships between Academy staff members and cadets/students who are attending training.

APPLICABILITY:

This policy applies to all employees of the Corrections Academy and cadets/students who are attending training.

FORMS:

None

ATTACHMENTS:

Policy/Procedure Acknowledgement Attachment (*CD-190401.A*)

DEFINITIONS:

- A. *Academy Staff Member:* Any person employed at the New Mexico Corrections Academy.
- B. *Cadets/Student:* Any person attending training offered (on-site or off-site) by the New Mexico Corrections Academy.

- C. *Fraternization*: To associate on close terms with another staff member or student especially when contrary to policy.

POLICY:

- A. This policy establishes supervisor and personal responsibilities for maintaining professional relationships between Academy staff members, and between Academy staff members and cadets/students and/or between cadets/students and fellow cadets/students who are attending training offered by the Academy. Unprofessional relationships are those interpersonal relationships that erode good order, discipline, and respect for authority, division cohesion and ultimately, mission accomplishment. This policy includes specific prohibitions on the formation of personal relationships in the training environment during work hours or while attending any training with NMCA. The prevention of unprofessional relationships is stressed.
- B. Unprofessional relationships between Academy staff members and between Academy staff members and students and/or between students and fellow students have a high potential for damaging moral and discipline. Consequently, Academy personnel have an ethical and a legal obligation to avoid certain relationships and activities. Staff members must not engage in any activity with a student(s) that reasonably may prejudice good order and discipline, or activities that compromise the integrity of the training division. The custom against fraternization extends to all relationships between Academy staff members, between Academy staff members and cadets/students, and between students and fellow students.
- C. It is the responsibility of all Academy staff at all levels to ensure compliance with this policy.



Gregg Marcantel, Secretary of Corrections
New Mexico Corrections Department

DRAFT
Date

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Policy *CD-190400*

PROCEDURE:

A. General:

Professional relationships are essential to the effective operation of all organizations. The nature of the Academy’s mission requires strict adherence to this policy. While personal relationships between Academy staff and cadets/students and/or between cadets/students and fellow cadets/students are normally matters of individual choice and judgment, they become matter of official concern when they aversely affect or have the reasonable potential to adversely affect the Academy by eroding morale, good order, discipline, respect for authority, division cohesion or mission accomplishment. Professional relationships are those interpersonal relationships consistent with core values: integrity first, service before self, and excellence in all we do. Academy staff must understand that the needs of the training facility will at times outweigh personal desires. This guidance focuses on the impact of personal relationships and on the interests of the Academy as an institution. The guidelines set forth in this policy are based, in part, on the standards against fraternization.

B. Professional Relationships:

Professional relationships are those that contribute to the effective operation of the Academy. The Academy encourages personnel to communicate freely with their superiors and/or subordinates regarding their careers, performance, duties and mission. This type of communication enhances morale and discipline, and improves the operational environment while, at the same time, preserving proper respect for authority and focus on the mission. Participation by all Academy staff in approved organizational activities is encouraged and contributes to the overall cohesion of the division.

C. Supervisory Responsibilities:

Supervisors at all levels have the authority and the responsibility to maintain good order, discipline, and morale within their sections. They may be held accountable for failing to act in appropriate cases.

D. Actions in Response to Unprofessional Relationships:

If a relationship is determined to be inappropriate or is causing (or if good professional judgment common sense indicates that a relationship may reasonably result in) a degradation of morale, good order, discipline, or division cohesion, a supervisor shall take immediate and appropriate corrective action. Appropriate actions will be taken to terminate the unprofessional aspects of the relationship. The full spectrum of administrative action is available and should be considered. Administrative actions include, but are not limited to, counseling, reprimand, removal from positions, reassignment, suspension, demotion or dismissal. **“Relationships determined to be unprofessional may lead to disciplinary action up to and including termination from employment.”** When unprofessional conduct includes evidence of a sexual relationship, the sexual relationship is but one factor to be considered in determining the adverse impact, if any, on the organization and, hence, an appropriate response is warranted. It is the impact or reasonably foreseeable consequences of the conduct on morale, discipline, good order, division cohesion, and mission accomplishment that determines its seriousness, not its characterization, even if the conduct could be characterized as adultery or some other potential offense.

E. Policy Enforcement:

This policy will be strictly enforced and adhered to by all staff. All Academy staff and each cadet will sign the **Policy/Procedure Acknowledgement** Form (CD-190401.1) for receipt and understanding of the policy and procedure contents. The signed original attachment shall be maintained in the employee's personnel file.



Gregg Marcantel, Secretary of Corrections
New Mexico Corrections Department

DRAFT
Date

NEW MEXICO CORRECTIONS DEPARTMENT

Policy/Procedure Acknowledgement

I, _____, ACKNOWLEDGE THAT I HAVE RECEIVED
(PRINT NAME)

A COPY OF THE POLICY/PROCEDURE LISTED BELOW AND THAT IT IS MY RESPONSIBILITY TO READ AND COMPLY WITH THIS POLICY/PROCEDURE. I FURTHER ACKNOWLEDGE MY UNDERSTANDING THAT VIOLATIONS OF THIS POLICY/PROCEDURE MAY RESULT IN DISCIPLINARY ACTION. I UNDERSTAND THAT IF I HAVE QUESTIONS, OR I DO NOT UNDERSTAND ANY PROVISIONS OF THIS POLICY/PROCEDURE, I WILL ASK MY SUPERVISOR FOR ASSISTANCE.

_____ **Academy Unprofessional Relationships and/or Fraternization**

Employee Signature

Date

Witness Signature

Date

Original = Employee File
Copy = Employee