ANALYSIS OF FACTORS INFLUENCING

TOLERANCE OF FRATERNIZATION

THESIS

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Analysis of Factors Influencing Tolerance of Fraternization

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Abstract

This thesis explores several factors that might explain discrepancies in the tolerance level of fraternization among company grade officers within the Air Force. Factors that may influence implementation may include the nature of the relationship (platonic or sexual), the sex of the participants (same or different gender or gender of the senior person), whether the incident occurred between people in the same chain of command, and whether the survey respondent was ever stationed at a remote location.

This research used a survey sent out to a population of company grade officers and comprising of scenarios that varied the combination of factors under study. The respondents were then asked to decide what punishment was suitable for each hypothetical case. The lighter the punishment given, the greater the tolerance for relationships exhibiting the factors that made up the scenario.

The results of this research suggested that there was less tolerance for sexual relationships over platonic relationships and less tolerance for unprofessional relationships within the same chain of command. Results showed that consequences were more severe if the participants were in the same chain of command regardless of the relationship. There was also an interactive effect between the gender makeup of platonic relationships and whether the participants were in the same chain of command. Respondents provided more severe punishments for different gender, platonic relationships only when the participants were within the same chain of command. It was also determined that officers who had been stationed at a remote base had a greater tolerance for fraternization with almost any combination of factors.

Analysis of Factors Influencing Tolerance of Fraternization

I. Introduction

Background

In the military, the mission is more important than personal feelings and attractions. While this might seem like a heartless or cruel policy, it is necessary in a business where national security issues and people's lives are at risk. Due to the high stakes involved, any problems that affect discipline, respect for authority and unit cohesion could jeopardize all for which America stands. Fraternization is just such a problem within the military.

Fraternization is not a type of problem that will simply go away just because someone says it is wrong. Because fraternization is so deeply rooted within people's need to socialize, it may never be possible to completely remove this problem. However, the more that is understood about the motivations and tolerances of the problem, the better policy can be set to minimize its spread and help deal with its effects.

Just like most controversial subjects, people have a wide range of feelings concerning fraternization. These feelings help shape an individual's personal level of tolerance for fraternization and this in turn reflects how an individual will act when confronted with this problem. This not only affects whether a member of the military would actually participate in an unprofessional relationship, but how they will deal with such a relationship between other members within his/her chain of command. It is

known that fraternization policies have been implemented differently at different bases with remote locations garnering less severe consequences (Luther, 1999).

This difference in consequences resulting from fraternization from base to base is not a part of Air Force policy. The regulations concerning unprofessional relationships make no distinction whatsoever about where the relationship takes place and how that should affect the punishments dispensed. Yet, there is still this disparity between how this policy is enforced between remote and non-remote bases.

With this in mind, the question comes up as to what other factors might influence an individual's tolerance for fraternization and thus not punish it as severely. This again goes towards the implementation of the policy and affects other members of the Air Force. After all, if a certain aspect of an unprofessional relationship was the overriding determinant in the punishment of the individuals involved (as opposed to the effect the relationship had as the regulations state), then the official policy is in effect being ignored.

Research Problem

This research investigated these issues by looking at how company grade officers in the Air Force would respond to fraternization cases involving different factors involved. Specifically, this research investigated the following questions regarding fraternization in the Air Force.

- What factors of a relationship influence an officer's tolerance of fraternization?
- Is current Air Force policy being implemented correctly?
- Are Air Force officers concentrating on the important aspects of fraternization when dealing with the punishments applied?

It should be pointed out that the purpose of this research is not to question the policy itself. Only the implementation and interpretation of the policy concerning unprofessional relationships is under study. It is understood that fraternization and unprofessional relationships are quite detrimental to the Air Force and this study is not attempting to change the current policy regarding these relationships.

Scope

This research examined the effects of different factors on the tolerance of fraternization of company grade officers (Lieutenants and Captains) in the Air Force. There are many differences between company grade officers and field grade officers (Majors, Lt. Colonels, and Colonels), and these differences could hinder any possible conclusions that might be drawn from the data. Additionally, if no conclusions can be drawn from a relatively small homogeneous group like company grade officers, then it is unlikely that any similar conclusions could be drawn out of a larger population.

Research Approach

Since the combined views of company grade officers within the Air Force were under study, a survey was used to examine the tolerances held by the respondents. This survey consisted of scenarios that varied the circumstances in which a professional or unprofessional relationship existed between an officer and an enlisted member. The respondent was then asked what punishment would be applied if the respondent was the commander of the officer in the hypothetical situation. The greater the punishment attributed to the relationship, the less tolerance the respondent has for that particular combination of factors involved.

Thesis Overview

This thesis attempts to answer the research questions in the following four chapters. In chapter two, a review of the relevant literature was conducted and the hypotheses were constructed from this research. In chapter three, the procedure by which the data was gathered and analyzed was summarized. In chapter four, the data analysis was reported. The fifth and final chapter discussed the implications of the data analysis in answering the research questions.

II. Background and Hypothesis

Introduction

In almost every work environment, people must interact with each other. These work related relations are often accompanied by various forms of personal contact as well. Personal relationships can be very beneficial to an organization by increasing morale and creating an enjoyable work atmosphere. However, personal relationships can also be detrimental to productivity.

Background

Relationships become unprofessional "when they detract from the authority of superiors or result in, or reasonably create the appearance of, favoritism, misuse of office or position, or the abandonment of organizational goals for personal interests" (AFI36-2909, 1996). Whether the relationship takes places on or off duty is irrelevant to its being unprofessional. Additionally, an unprofessional relationship can occur between officers, between enlisted members, between officers and enlisted members, and between military personnel and civilian employees or contractor personnel. However, an unprofessional relationship between an officer and an enlisted member is a special case and has its own name. In the military, these relationships are referred to as fraternization.

It should be noted that not all relationships between an officer and an enlisted member are considered unprofessional or fraternization. In fact, relationships between officers and enlisted are encouraged in the Air Force, but it is important that these relationships are professional as explained by a talking paper on the Air Force's web page

on fraternization (Department of the Air Force, http://www.af.mil/lib/prorel.shtml). The three main points to a professional relationship include the following.

- Contribute to effective operation of Air Force
- Military mission requires absolute confidence in command
- Consistent with Air Force core values

A good relationship can help build team camaraderie and motivate a unit into greater production. However, it is when these relationships become unprofessional that fraternization becomes a problem. Fraternization in the Air Force is explained in AFI36-2909, "Professional and Unprofessional Relationships,"

> Fraternization, as defined by the Manual for Courts-Martial, is a personal relationship between an officer and an enlisted member that violates the customary bounds of acceptable behavior in the Air Force and prejudices good order and discipline, discredits the armed services, or operates to the personal disgrace or dishonor of the officer involved. The custom recognizes that officers will not form personal relationships with enlisted members on terms of military equality, whether on or off-duty. Although the custom originated in an all male military, it is gender neutral. Fraternization can occur between males, between females and between males and females. Because of the potential damage fraternization can do to morale, good order, discipline, and unit cohesion, the President specifically provided for the offense of fraternization in the Manual for Courts-Martial. (AFI36-2909, 1996)

Several things should be noted in this definition. First, fraternization does not limit itself to sexual relations. Many instances of platonic relations have been brought to the military courts, often with very serious consequences. Second, fraternization does not include all relationships between officers and enlisted personnel, only those that prejudice, disgrace, or dishonor. Third, the ultimate goal of minimizing fraternization is to avoid the likely damage to morale, order, discipline, and cohesion.

The Air Force's policy of fraternization has been revised four times within the past 6 years (Luther, 1999). This is representative of the Air Force's effort at trying to

solve this very perplexing problem as well as the frustration it has met thus far. The Air Force has created a training web site with briefings, examples, and frequently asked questions, all targeted to increase the awareness and the importance of a strong fraternization policy. Despite the Air Force's best efforts, fraternization in the military still seems to be a problem even though most understand it is against the rules and they will be punished if discovered.

The military are not the only ones experiencing in this problem. Unprofessional relationships cause problems in the private sector as well (Pierce, Bryne, and Aguinas, 1996). Many businesses are setting up rules for employees dating each other and engaging in other non-business relations. Despite these policies, workplace romances are happening at a higher rate in recent years (Hymowitz and Pollack, 1998).

It is not surprising that people have social relationships at work. After all, aside from an individual's home, it is where a person spends the most time. Additionally, you have an "excellent chance of being thrown together with someone in your age group who has a similar socioeconomic and educational background, similar patterns of living, a similar set of values, and similar background" (Eyler and Baridon, 1992). Of course, not all workplace romances are bad. Sometimes a relationship can motivate and energize people in their work and jobs (Eyler and Baridon, 1992). However, when such romances have a negative impact on work and production, then there is obviously a problem.

The defense department and individual services have taken some pains to get the word out, but there exists some evidence that implementation of policy may not be uniform. Factors that may influence implementation may include the nature of the relationship (platonic or sexual), the sex of the participants (same vs. different gender, or

gender of the senior person), whether the incident occurred between people in the same chain of command, and whether the survey respondent was stationed at a relatively isolated location. For example, past analysis of reported cases show fraternization policies implemented differently at remote locations with less severe consequences (Luther, 1999). Social attraction theory suggests that fraternization may be more prevalent at remote locations, but reported less often. Being more prevalent, the attitudes of military personnel might also be more accepting of fraternization at these remote bases as opposed to the same incidents occurring at non-remote bases. Additionally, other factors involved within the case might be responsible for the consequences administered.

Hypotheses

This research will attempt to determine if there are any noteworthy relationships in the attitudes concerning some of the factors of fraternization and the tolerance officers have toward fraternization. A factor involved with the tolerance of a particular fraternization case is the nature of the relationship itself. This thesis breaks the types of relationships into one of two categories, platonic and sexual. A platonic relationship is one in which there is no sexual or romantic bond of any type. Sexual relationships concern any affiliations that include romance and/or intimate contact. The reason for distinguishing the two types is based on the importance of how others view the differences. Even though the effects may be the same within an organization (reduced morale and productivity due to belief of special privileges) (Mainiero, 1986), the idea of a sexual relationship is much more distasteful than a platonic relationship. Sexual relationships are considered more intimate by society and thus more likely to lead to some bias. Because of the additional emotional connection that most associate with

sexual activities, people will believe that the subordinate partner is receiving even greater privileges. The idea of shared "pillow talk" and the advantages that it entails are very difficult to put aside. Along the same lines as pillow talk is the concept of infidelity and its effects. Whether an individual involved in a sexual relationship is married to someone else is considered much more offensive to most than a sexual relationship between two single people. The idea that someone might break the sacred vows of marriage is particularly offensive to those who are married themselves. Since more than half of officers in the Air Force are married, this should manifest itself quite clearly in the military. This thesis will examine this particular factor by exploring the following hypothesis.

H_1: There is less tolerance for sexual fraternization compared to platonic.

Another factor involved with the tolerance of a particular fraternization case is the gender of the participants. Just as sexual attraction is less tolerated than a platonic relationship, many believe that any relationship between genders must be of a sexual nature. This is especially true for men who believe in the "macho model" of sexual conquest in a relationship (Eyler and Baridon, 1992). Even if most believe that the relationship has not been consummated, many people believe that a platonic relationship involving different genders will eventually lead to a sexual one. Thus the platonic relationship between genders may suffer from nearly the same disapproval as the sexual relationship, while a similar platonic relationship of members of the same gender may not be so frowned upon. This thesis will examine this particular factor by exploring the following hypothesis.

H_2: There is less tolerance for platonic fraternization between different genders than with the same gender.

In dealing with these factors, this research will be concerned primarily with the tolerance difference between same and different genders in platonic relationships only. This is due to the fact that there is very little tolerance of homosexuality within any of the armed services. That aspect of a relationship would overwhelm any other factor involved. Thus the preceding hypothesis is meant to deal with cases in the general form without homosexuality being an additional factor.

Just as gender difference plays a role in one's tolerance of fraternization, the possibility exists that the relative ranks of the genders impact it as well. Whenever there is a difference in grade or rank, the possibility of exploitation exists. When faced with such a situation, an observer might conclude that the subordinate is not willingly involved romantically, but is being forced to due to the superior's power over the subordinate (Foley and Powell, 1999). Since women are often seen as being taken advantage of when in a lower position, this attitude might change if the female is in the higher position. This thesis will examine this factor by exploring the following hypothesis.

> *H_3: There is less tolerance for fraternization cases between different genders where the male is of a higher rank.*

One other factor that is expected to play a large part in the tolerance of fraternization is whether the members involved in the fraternization are within one of the other's chain of command. Studies have shown that lateral relationships (those involving individual of the same rank or position within a company) actually have a beneficial aspect (Pierce, Bryne, and Aguinas, 1996). However, hierarchical relationships are proven to be detrimental to an organization in many different ways. One of the main arguments against fraternization is that it can lead to the impression of a bias in the leadership of any organization; it follows that personnel would be more accepting of

fraternization (both platonic and sexual) if it was not within the same chain of command. This aspect of an organization's culture can be easily seen within the Air Force as well as corporate America.

Additionally, organizational justice theory shows that people become offended when they believe someone is acquiring "unearned" benefits (e.g., higher ratings, easier work loads, better working conditions) due to some form of unprofessional relationship (Powell, 1986). This is due to the fact that this type of favoritism works against both the reactive-proactive dimension and the process-content dimension of the taxonomy devised by Greenburg (Greenburg, 1987). With this in mind, it can be assumed that people will take a dimmer view of this type of behavior, especially when it is occurring within their own organization. Another aspect to consider is the perception that a relationship within the chain of command could be seen as coerced due to the power that the higher ranked employee has over the other. Overall, unprofessional relationships within the same chain of command are considered "blatant conflicts of interest with high potential for mutual exploitation by participants" (Foley and Powell, 1999). Thus less patience is expected by those who are aware of the relationship, coworker and superior alike. This thesis will examine this factor by exploring the following hypothesis.

> H_4: *There is less tolerance for fraternization cases involving members in the same chain of command.*

The next hypothesis deals with the interaction between the factors involved in the fraternization case.

> H_5: *There is even less tolerance for fraternization cases within the same chain of command with the same factors than for cases not within the same chain of command.*

The theory behind this hypothesis is that not only is there an additive effect when combining within chain of command with other factors, but there is a synergistic effect as well. The tolerance for this event, when combined with other unaccepted factors, is much less than would be expected. This is due not only to the reasons associated with the second hypothesis, but also the loss of respect that a relationship within the chain of command would incur. Just as the saying that "familiarity breeds contempt," it can be seen that such a relationship within one's own command would be extremely familiar. For the military, loss of respect is one of the principal focuses of the entire anti-fraternization policy itself (Jonas, 1992).

The next hypothesis follows from the idea of the acceptance and less severe punishments that have been observed at remote Air Force bases. Remote Air Force bases differ from bases located within the United States and are near a populous area. At remote locations, there are fewer people available with whom to socialize. This leads to greater interaction between the military personnel at a base, and this repeated exposure leads to a greater rate of attraction between people (Pierce, Bryne, and Aguinas, 1996). While not always acting upon this greater attraction at a remote location, a greater tolerance can be expected from those who deal with it. Since this tolerance is based on one's need to socialize, it can be expected that the tolerance would be greater for all types of fraternization including platonic, sexual, and even within the same chain of command. This thesis will examine this concept by exploring the following hypothesis.

> H_6: *There is a greater tolerance for fraternization by officers who have been stationed at remoter bases.*

Finally, other circumstances could greatly change a person's perspective regarding a fraternization case. Because each relationship is different with a multiple of

variables that differ with each scenario, many small incidents may affect how people tolerate fraternization. For example, there may be greater tolerance for a sexual relationship if both people are the same age and neither is committing adultery. This can be seen in studies showing that coworkers are disturbed more when either of the participants in a workplace romance is married to somebody else (Foley and Powell, 1999). There may also be greater tolerance for the first incident, when compared to people who have been warned. All of these various factors were examined in the thesis through exploratory qualitative questions that are explained in the next chapter.

III. Methodology

Design

This will be a true experimental design to examine the attitudes and acceptance of fraternization under various factors by Air Force officers. These factors are the nature of fraternization (same gender – platonic, different gender – platonic, different gender - sexual), chain of command (within vs. external), and gender of senior person (male vs. female). Data analysis will also consider a measured categorical variable for isolation of location (remote vs. non-remote). The differing attitudes regarding fraternization will be measured with a survey consisting of six case scenarios regarding fraternization in which the nature of the fraternization and the chain of command will be varied. Thus each scenario will fall into one of the following categories shown in Table 1.

It was important that the scenarios be as realistic as possible and broad enough to be easily relatable by the respondents. In order to gain this level of detail, a variety of resources were investigated. The Air Force had a number of scenarios already created as training tools on their web site; however, few of these scenarios fit into the relevant categories that were required by the survey. Next a review of actual cases from a Freedom of Information Act (FOIA) request provided many real life examples. It was thus important to remove all names and many precise details from the scenarios for fear that a respondent might recognize a particular case and be influenced by its outcome. Combining this data with definitions from AF regulations, six scenarios were created that met the needs of this thesis.

Table 1: Fraternization Factor Design

	Platonic Same Gender	Platonic Different Gender	Sexual Different Gender
Within Chain of Command			
Not Within Chain of Command			

Additionally, in order to examine the potential effect of officer gender upon the respondents, two different versions of the survey were used. Each version was identical except that the genders were exactly opposite for each scenario. For example, in Survey A, a scenario that deals with a platonic relationship between different genders taking place within the chain of command might have a female officer and an enlisted male. In Survey B, the same scenario would have a male officer and an enlisted female.

Once the scenario guidelines were in place, the scenarios could be written. The scenarios were put in random order in the survey, but are presented here grouped by the nature of the relationship. The first scenario dealt with a same gender platonic relationship within the same chain of command. As can be seen from this scenario, Capt X and SRA Y were both of the same gender and SRA Y worked for Capt X..

> Captain X supervises 14 technicians ranging in grade from Amn to TSgt. He finds he has little in common with most of his subordinates until he discovers that SRA Y shares his love of soccer. Daily, they discuss the merits of various soccer players, talk about league standings and analyze upcoming games. Only rarely does Captain X enter into casual conversation with others. It is known the two men attend local soccer matches together and have traveled to another city, sharing the expenses of transportation and lodging, for a tournament. Captain X has attempted to spread out the details and rotate the work schedule so that everyone pulls a fair share, however, some of the other technicians feel that SRA Y gets some of the easier shifts and work details. The other technicians are starting to complain and it is beginning to affect the morale and work of the unit.

Just as in the scenario before, the scenario below deals with members of the same gender involved in a platonic relationship that revolves around sports. The major difference of course being that the two members worked in different squadrons, which was pointed out very early in the scenario. Additionally, the phrase "the two men..." was in both scenarios to firmly establish that this is a relationship between two members of the same gender. In the other type of survey, this reference was changed to "the two women..." in order to determine the impact of gender type on the results.

> Capt X is an avid golf enthusiast. TSgt Y, who works in a different squadron, is also an avid golf player. The two met on the golf course shortly after Capt X arrived on base, and have been playing together every weekend. Additionally, after the two men play, they always have lunch at the clubhouse. On several occasions, TSgt Y has gone to Capt X's house to barbecue and watch a major golf competition on television

The next scenario dealt with a different gender platonic relationship within the same chain of command. It was very similar to the first scenario except this relationship is between members of the opposite sex.

> Capt X supervises several airmen, including SRA Y. Because SRA Y is new to her position, Captain X spends considerable time with her. To save time in the office he invites her to the club for "working lunches." She works long hours and they frequently are the last to leave the office in the evening. Capt X's boss advises him that he's heard some rumblings about the amount of time Capt X spends with SRA Y. Capt X assures his boss that there is nothing romantic in their relationship and he "blows off" the rumors. He advises his boss that SRA Y has great potential and he enjoys working with her. Their contact continues unabated. Several months later at appraisal time, Capt X rates SRA Y the highest of all his employees. Two other airmen file a complaint alleging among other things that they were never asked to lunch and never benefited from Capt X's constant attention.

While it does not come right out and state the genders of the members involved, the respondent could infer this information through the use of pronouns throughout the

scenario. The next scenario was very similar in the type of relationship except that it takes place outside the chain of command.

> Capt X is on the base softball team. The team is made up of both officers and enlisted troops from all over the base. Games are every Saturday and after each game, the entire team goes to a local bar to either celebrate their victory or commiserate their defeat. Being the youngest officer on the team, Capt X almost always sits and drinks with the male enlisted team members who are her age. Additionally, Capt X allows the enlisted troops to address her by her first name.

This is yet another scenario that centered around sports activities, which is a very common place for officer and enlisted interaction in the Air Force. Again the genders were not specifically spelled out, but were inferred through the use of pronouns. In the alternate version of this scenario, the pronouns were switched so all of the male pronouns were female and all the female pronouns were male.

The last set of scenarios dealt with sexual relationships between different genders. These scenarios were the ones that were taken mostly from real Air Force incidents. This next scenario is a sexual relationship between different genders within the same chain of command.

> Capt X is new to the squadron and has been working with TSgt Y since arriving on station. When they first meet, they realize that they grew up in the same area. They soon realize that they have a lot in common and start seeing each other after duty hours. This eventually leads to a romantic relationship. Their immediate supervisor hears some rumors and unofficially counsels Captain X that if such a relationship existed, then she must end it immediately. However, Capt X and TSgt Y ignore this and continue to see each other.

Again the genders were implied using pronouns and it was made clear that this was not a homosexual relationship due to the reasons that were explained in the last

chapter. The next scenario was very similar except that the members involved are in different squadrons.

> Capt X (who is a member of your squadron) met SSgt Y, in a restaurant off base. They engaged in conversation, found out that they shared a number of interests and decided to go out. As they chatted on their date, they discovered that they are in separate career fields and are assigned to separate units in different areas of the base. Captain X's supervisor knows about the date, and has discussed with her the importance of avoiding unprofessional relationships. Captain X and SSgt Y have been seeing each other for several weeks now and their relationship is becoming quite serious.

Both scenarios are similar in that there was some level of informal counseling that occurred to the senior member of the relationship. This set up the scenarios to be compared more on the basis of difference to the chain of command than just circumstance driven.

After reading each scenario, the respondent was asked to place himself/herself in the role of the commander and decide which punishment would be suitable for the given situation. The following choices were available:

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA [Letter of Admonishment]
4. Counseling and LOR [Letter of Reprimand]
5. Article 15
6. Recommend court martial

The first option of "No punishment/ignore situation" allowed the respondent the option of stating that there was nothing unprofessional or wrong with the relationship in the scenario. This was important to include because of the possibility that the respondents truly felt that this situation was consistent with their own feelings regarding an acceptable relationship.

The next option was a verbal warning. This option is usually the first step in most corrective situations in the Air Force and is used for minor infractions. A verbal warning allows a commander to deal with the situation without doing any paperwork that might affect members in a negative way later in their careers.

The next level of action is the Letter of Admonishment (LOA). The LOA is a type of censure instigated by the commander; it is the first step in which a commander actually creates paperwork on a member. However, this paperwork usually goes no further than the commander's desk. Often it is kept in the commander's own files and is only brought out again if the problem continues. It is a way for the commander to show that the problem was addressed yet not affect the member's military record.

After the LOA comes the Letter of Reprimand (LOR). The LOR is another form of censure, but more serious. With the creation of the LOR, an Unfavorable Information Folder (UIF) is established. This UIF is now tracked by the orderly room and makes the member ineligible for certain awards and follows the member until they move to their next base.

An Article 15 is a very serious punishment that could easily ruin a member's Air Force career. Although it will not get a member kicked out of the military, it will usually be enough of a black mark to stop promotion to the next rank. It is also the most severe non-judicial punishment that commanders can take on their own. In addition to long term effect on one's career, an Article 15 can also include correctional custody, forfeiture of pay, and extra duties assigned to the member.

The final punishment option presented to the respondents was to recommend a court martial. Since the lowest ranking officer who can convene a court martial is usually

the commander of an Air Force base, the respondent is only given the choice of recommending a court martial. This option is the most serious action that can be taken by a commander and is usually reserved for the worst offenses. A court martial can result in dismissal from the Air Force, incarceration, forfeiture of pay, and even death (although death is the extreme limit of punishments and is reserved for the most heinous of crimes within the military).

This behavioral anchored rating of punishment gave a range of possible severity for the individuals involved in the hypothetical cases. Lower scores correspond to less severe punishments, while higher scores indicate greater severity. Lighter or no punishments indicated a greater acceptance of fraternization while stiffer or harsher penalties indicated less acceptance of fraternization. Additionally, the following open-ended questions were available to which respondents could reply:

My action would become more severe if _____.

My action would be less severe if _____.

These open-ended questions allowed for an unbiased evaluation of critical criteria as seen by the respondent. Since no scenario can anticipate every question a respondent might have, these questions gave the respondent an opportunity to explain the relevant aspects of their decisions and what factors would influence it in either the positive or negative direction.

In addition to the survey scores and open-ended questions, the respondent was asked duty location (current and last), rank, age, and other background information. Participants were also asked if they had ever been assigned to a remote location. The factored design combined with the participant's response on whether they have ever had

a remote assignment allowed a test of the relationship between isolation and tolerance across the Air Force military population.

In order to protect the respondent and to provide a greater confidence in security, the name of the respondent was not asked. This should have given a more accurate response as to the true feelings concerning the survey without fear of any social norming effects.

Population and Sampling Information

The target population for the survey was all active duty company grade officers in the Air Force. Survey respondents were chosen using a random number generator that corresponded to a list of company grade officers. Questionnaires were sent to 1000 company grade officers. From this group, 165 surveys were returned due to incorrect addresses and members moving to another base. Of the 835 surveys that were delivered, a total of 202 questionnaires were completed and returned. The return rate of just less than 25% was not unexpected due to the sensitive nature of the data.

The demographics of the sample population closely resemble those of the Air Force. Females accounted for 17.3% of the respondents, which is the same as in the percentage of female officers in the Air Force. Additionally, 64.4% of the respondents were married, which closely matched the percentage of Air Force company grade officers who are married (64.6%). The average age of the respondent was 29.9 years, with the range being between 22 and 45 years of age. Finally, 28.2% of the respondents reported that they had been stationed at a remote base at some point in their active duty career.

Data Analysis

A 2x2x2x3 between and within subjects analysis of variance (ANOVA) was conducted to determine the main and interactive effects of remote experience, senior person gender, chain of command, and nature of fraternization. Interaction charts were plotted for each statistically reliable difference. The accepted probability rate for Type I error (falsely rejecting the null hypothesis) was set at .05.

Correlation and regression analysis were performed on some of the background data collected from the respondents to determine if other factors not already identified might influence one's tolerance for fraternization. Some of the data that could be analyzed would be gender of respondent, age of respondent, commissioning source, and rank. This information might shed some light on any potential areas for future research.

Finally, the respondents' answers to the open-ended questions were examined. These answers were reviewed and condensed into brief descriptions of the conditions that would warrant either greater or less severe punishments. This data was then looked at to determine if there were any common themes that might explain or strengthen any of the hypotheses that were put forth earlier or bring to light any new ideas that were previously overlooked.

IV. Analysis

Introduction:

Once the methodology for the study was determined and the statistical processes involved determined, the data analysis could begin. Due to the nature of the survey with its open-ended questions and area available for additional comments, all data needed to be input by hand. After this was accomplished, the actual number crunching could start and the hypotheses could be investigated.

To better understand the results of the survey, each scenario has been designated by the factors with which that it dealt. Thus while the scenarios were numbered one through six on the actually survey, here they are presented in a different way. Each scenario's designation starts with either "IN" or "OUT," which signifies whether the type of relationship was one inside the chain of command or outside the chain of command. The next letter is separated by an underscore and designates the genders involved in the survey. A "D" stands for a gender difference while an "S" signifies the same gender in the relationship. Finally, after another underscore, the type of relationship is established. A "P" stands for platonic and an "S" stands for sexual. An example of this designation system might be "IN_D_P" used to signify a scenario that dealt with a relationship within the chain of command, between different genders, and of a platonic nature.

Hypothesis #1 – Type of Fraternization Factor

The first hypothesis in Chapter 2 dealt with how relationships of a sexual or intimate nature compared to relationships of a platonic or friendly nature. To analysis

the data for this hypothesis, each scenario was paired off with the scenario that matched it in regards to all factors except for the type of fraternization. Thus, the IN_D_P scenario was paired with the IN_D_S scenario. It should be reminded at this point that due to the inherent bias against sexual relationships between members of the same sex within the military, the survey did not even attempt to score this situation with a compatible scenario. Thus there were only two pairings for comparison in this analysis. Table 2 below shows some of the descriptive statistics associated with the pairings.

Table 2: Descriptive Statistics of Scenarios Paired by Type of Fraternization

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	OUT_D_S	3.10	200	1.05	7.45E-02
	OUT_D_P	1.94	200	.53	3.76E-02
Pair 2	IN_D_S	4.02	196	.90	6.43E-02
	IN_D_P	2.75	196	.86	6.11E-02

As can be seen from the table, the mean score for the scenarios that dealt with platonic relationships are lower than the mean scores of the scenarios that dealt with a sexual relationship. In fact, the difference between the two types of relationships were very close regardless of whether the relationship was within the same chain of command or not. However, this is not really significant considering the scores for the scenarios dealing with relationships within the chain of command are almost a whole point greater than those scenarios dealing with relationships outside the chain of command. Again, an ANOVA is necessary to determine if the differences within the pairs are significant. The results of this analysis can be seen in Table 3.

Table 3: ANOVA Table of Types of Fraternization Scenario Comparisons

		Paired Differences			t	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean			
Pair 1	OUT_D_S - OUT_D_P	1.16	1.09	7.68E-02	15.100	199	.000
Pair 2	IN_D_S - IN_D_P	1.27	1.05	7.49E-02	16.951	195	.000

The significance for each pair is extremely low (less than .001) as established by the values of .000 in the "Sig. (2-tailed)" column in Table 3. Thus it can be concluded that there is an actual difference between the scores of the scenarios having all factors in common except for the type of fraternization. Additionally, since the mean average score for those scenarios that dealt with platonic relationships were lower than the mean average score of those scenarios that dealt with sexual relationships (all other factors being the same), it can be concluded that platonic relationships have less severe consequences than sexual relationships both inside and outside the same chain of command.

Hypothesis #2 – Gender issues

The second hypothesis in Chapter 2 dealt with how relationships between members of the opposite sex are scored compared to relationships between members of the same sex. To analysis the data for this hypothesis, each scenario was paired off with the scenario that matched it in regards to all factors except for gender difference. Thus, the IN_S_P scenario was paired with the IN_D_P scenario. It should be reminded at this point that due to the inherent bias against same gender sexual relationships within the military, the survey did not even attempt to score this situation with a compatible

scenario. Thus there were only two pairings for comparison. Table 4 shows some of the descriptive statistics associated with the pairings.

Table 4: Descriptive Statistics of Scenarios Paired by Gender Differences

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	IN_S_P	2.25	195	.51	3.66E-02
	IN_D_P	2.75	195	.86	6.14E-02
Pair 2	OUT_S_P	1.76	197	.66	4.71E-02
	OUT_D_P	1.92	197	.51	3.66E-02

As can be seen from the table, the means for the scenarios that dealt with relationships outside the chain of command were less than the mean score for scenarios that dealt with relationships within the chain of command. However, just having a lower mean does not really explain whether the compared scenarios are different and one is less than the other. Thus another ANOVA was required; however, in this analysis, the comparison would compare one scenario to another instead of different groups within the same scenario. The results of this ANOVA can be seen in Table 5.

Table 5: ANOVA Table of Gender Differences Comparisons

		Paired Differences			t	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean			
Pair 1	IN_S_P - IN_D_P	-.50	.89	6.35E-02	-7.828	194	.000
Pair 2	OUT_S_P - OUT_D_P	-.16	.75	5.36E-02	-3.032	196	.003

The significance for each pair is extremely low (less than .001) as established by the values of .000 in the "Sig. (2-tailed)" column in Table 5. Thus it can be concluded that there is an actual difference between the scores of the scenarios having all factors in common except for gender difference. Additionally, since the mean average score for those scenarios that dealt with relationships between members of the same gender are

lower than the mean average score of those scenarios that dealt with relationships between members of different gender (all other factors the same), it can be concluded that same gender platonic relationships have less severe consequences than sexual relationships both inside and outside the same chain of command.

A plausible alternative explanation to the gender difference effect was discovered after the data was collected. The presumed gender effect for platonic relationships could be due to differences in the scenario other than gender. To investigate this problem, a new survey was put together that followed the original survey very closely. The only difference between the two surveys was that in the new one all inferences to gender were removed (this consisted mostly of removing all pronouns from the scenarios and replacing them with gender neutral proper names). Once the new survey was completed, a sample of twenty-eight company grade officers was asked to determine the appropriate consequences for each scenario (just as in the first survey). Table 6 shows the descriptive statistics for the appropriate pairs.

Table 6: Descriptive Statistics for Genderless Test Survey

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	IN_S_P	2.1429	28	.5245	9.913E-02
	IN_D_P	2.6786	28	.7724	.1460
Pair 2	OUT_S_P	1.5714	28	.6341	.1198
	OUT_D_P	1.9286	28	.4658	8.802E-02

It should be reminded here that even though the scenarios are still labeled with gender differences, all reference to gender whatsoever was removed and the scenarios are only labeled as such to enable a comparison with previous descriptive statistics. As can be seen from the previous table, there did indeed seem to be some other factor involved

in the gender difference factor. Again, an ANOVA is necessary in order to fully understand the data.

Table 7: ANOVA Table of Genderless Test Comparisons

		Paired Differences			t	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean			
Pair 1	IN_S_P – IN_D_P	-.5357	.7927	.1498	-3.576	27	.001
Pair 2	OUT_S_P – OUT_D_P	-.3571	.7800	.1474	-2.423	27	.022

Results appearing in Table 7 show a statistically reliable difference between the paired scenarios without the references to gender in the same direction as the gender effect. This indicates that the purported gender effect is likely to be due to other factors embedded in the scenario. Even though the significance is not as low as those observed in the gender affected analysis, the trend is still apparent. This difference in significance could be due to the small number of respondents to the second survey and the difference would probably grow smaller as this analysis gains greater power though a higher number of samples.

Hypothesis #3 - Gender Difference with Male in Higher Rank

A third factor that might influence severity of consequences is the gender of the senior person in the relationship. The possibility existed that respondents might have reacted differently to situations in which the genders of the characters were reversed. For example, a respondent might be more tolerant of a female officer dating a male enlisted member than of a male officer dating a female enlisted member. This effect was contributed to the possibility of the perception of a male senior officer taking advantage

of a female enlisted member who might not be involved in the relationship voluntarily. To check for this effect, the survey was sent out in two different forms that were exactly alike except for all of the genders were switched. A comparison of the two survey types' means for the total survey score would be the first place to investigate this factors influence.

Table 8: Descriptive Statistics of Survey Types for Combined Score

Survey type	Mean	N	Std. Deviation
A	15.7570	107	2.6947
B	15.8118	85	2.8556
Total	15.7812	192	2.7599

As can be seen from Table 8, the means are extremely close. However, this alone was not enough to indicate that this was not a significant influence in the surveys. Thus in order to put any statistical significance behind this data, an ANOVA procedure needed to be undertaken to determine whether the scores from the two groups were significantly different. The following table is an ANOVA table for just such a procedure.

Table 9: ANOVA Table for Survey Types for Combined Score

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL * Survey type	Between Groups	(Combined)	.142	1	.142	.019	.892
	Within Groups		1454.670	190	7.656		
	Total		1454.812	191			

As can be seen from this table, the difference between the two surveys in respect to the total score of the scenarios are very similar and statistical the same. Thus as far as the total score was concerned, this difference had no effect on the respondents' decisions. However, due to the way the total score was constructed (simply the sum of all of the individual scenario scores), there exists the possibility that the total score masked any

differences in individual scenario score based on survey type. Since the surveys were constructed to randomly place gender groups in both survey types, any bias against one gender in a scenario might have been balanced by a bias for the other gender in another scenario question. Thus to investigate this factor completely, each scenario question must be compared against both scenario types. To begin with, the descriptive statistics of each scenario broken down by survey type should have been examined.

Table 10: Descriptive Statistics of Survey Types for All Scenarios

Survey type		IN_S_P	OUT_D_S	OUT_S_P	IN_D_S	IN_D_P	OUT_D_P
A	Mean	2.23	3.07	1.78	4.04	2.73	1.95
	N	113	113	112	113	109	112
	Std. Deviation	.48	1.05	.67	.85	.79	.53
B	Mean	2.26	3.11	1.73	3.99	2.77	1.92
	N	88	88	86	88	87	88
	Std. Deviation	.56	1.07	.66	.99	.94	.53
Total	Mean	2.24	3.09	1.76	4.02	2.75	1.94
	N	201	201	198	201	196	200
	Std. Deviation	.52	1.05	.66	.91	.86	.53

As can be seen from the table, the means are extremely close. However, this alone was not enough to indicate that this was not a significant influence in the surveys. Thus in order to put any statistical significance behind this data, an ANOVA procedure needed to be undertaken to determine whether the scores from the two groups were significantly different. The following table is an ANOVA table for just such a procedure.

Table 11: ANOVA Table for Survey Types for All Scenarios

			Sum of Squares	df	Mean Square	F	Sig.
IN_S_P * Survey type	Between Groups	(Combined)	.048	1	.048	.182	.670
	Within Groups		53.006	199	.266		
	Total		53.055	200			
OUT_D_S * Survey type	Between Groups	(Combined)	.091	1	.091	.081	.776
	Within Groups		222.297	199	1.117		
	Total		222.388	200			
OUT_S_P * Survey type	Between Groups	(Combined)	.095	1	.095	.216	.642
	Within Groups		86.268	196	.440		
	Total		86.364	197			
IN_D_S * Survey type	Between Groups	(Combined)	.153	1	.153	.184	.669
	Within Groups		165.767	199	.833		
	Total		165.920	200			
IN_D_P * Survey type	Between Groups	(Combined)	.063	1	.063	.086	.770
	Within Groups		142.687	194	.735		
	Total		142.750	195			
OUT_D_P * Survey type	Between Groups	(Combined)	.033	1	.033	.117	.732
	Within Groups		56.122	198	.283		
	Total		56.155	199			

As expected, none of the comparisons are significant. From this table, it could be concluded that both survey types yield similar responses for all of the scenarios. Any difference between means can be attributed to random chance. Thus, the idea that the genders of the individuals involved (not to be confused with the difference in genders as discussed earlier) influences respondents can be dismissed.

Hypothesis #4 – Chain of Command Factor

The fourth hypothesis in Chapter 2 suggests that relationships within the chain of command were dealt with more severely than relationships outside the chain of command. To analysis the data for this hypothesis, each scenario was paired off with the

scenario that matched it in regards to all factors except chain of command. Thus, the IN_S_P scenario was paired with the OUT_S_P scenario. Once the scenarios were properly paired off, their descriptive statistics were computed and can be seen in Table 12.

Table 12: Descriptive Statistics of Scenarios Paired by Chain of Command

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	IN_S_P	2.25	197	.52	3.70E-02
	OUT_S_P	1.75	197	.66	4.69E-02
Pair 2	IN_D_S	4.02	200	.91	6.46E-02
	OUT_D_S	3.10	200	1.05	7.45E-02
Pair 3	IN_D_P	2.75	196	.86	6.11E-02
	OUT_D_P	1.94	196	.53	3.80E-02

As can be seen from the table, the means for the scenarios that dealt with relationships outside the chain of command were less than the mean score for scenarios that dealt with relationships within the chain of command. However, just having a lower mean does not really explain whether the compared scenarios are different and one is less than the other. Thus another ANOVA was required; however, in this analysis the analysis would compare one scenario to another instead of different groups within the same scenario. The results of this ANOVA can be seen in Table 13.

Table 13: ANOVA Table of Chain of Command Scenario Comparisons

		Paired Differences			t	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean			
Pair 1	IN_S_P - OUT_S_P	.50	.68	4.86E-02	10.233	196	.000
Pair 2	OUT_D_S - IN_D_S	-.92	.91	6.46E-02	-14.328	199	.000
Pair 3	IN_D_P - OUT_D_P	.81	.94	6.71E-02	12.092	195	.000

The significance for each pair is extremely low (less than .001) as established by the values of .000 in the "Sig. (2-tailed)" column in Table 13. Thus it can be concluded that there is an actual difference between the scores of the scenarios haveing all factors in common except for chain of command. Additionally, since the mean average score for those scenarios that dealt with relationships within the same chain of command are lower than the mean average score of those scenarios that deal with relationships outside the chain of command (all other factors the same), it can be assumed that relationships outside the chain of command have less severe consequences than relationships within the same chain of command.

Hypothesis #5 – Synergistic effect

The last analysis dealt with chain of command as a stand-alone factor in the tolerance of fraternization. Another aspect to examine is the combined effect a relationship within a chain of command would have with other factors. The other factors that are examined in this thesis include the type of fraternization (including gender differences and relative rank of genders) and remote status of respondent. By transposing

the non-numeric answers on the survey into numeric equivalents, it is possible to determine if such a combined effect exists as proposed. For this analysis, the chain of command, remote status, fraternization type, and survey type were coded so that they could be compared in a general linear model. The type of fraternization was split into three types, which were sexual with different gender, platonic with different gender, and platonic with same gender. This general linear model was able to test the interactions of the factors and determine the significant relationships that exist. Table 14 shows the tests of within-subjects contrasts.

Table 14: Tests of Within-Subjects Contrasts

Measure: MEASURE_1

Source	COC	FRAT	Type III Sum of Squares	df	Mean Square	F	Sig.	Observed Power
COC	Linear		25.112	1	25.112	55.364	.000	1.000
COC * SURV_TYP	Linear		1.122E-02	1	1.122E-02	.025	.875	.053
COC * REMOTE	Linear		1.862	2	.931	2.052	.131	.419
Error(COC)	Linear		85.273	188	.454			
FRAT		Linear	64.362	1	64.362	87.953	.000	1.000
		Quadratic	3.338	1	3.338	6.642	.011	.727
FRAT * SURV_TYP		Linear	6.296E-02	1	6.296E-02	.086	.770	.060
		Quadratic	9.903E-03	1	9.903E-03	.020	.889	.052
FRAT * REMOTE		Linear	.766	2	.383	.524	.593	.135
		Quadratic	1.596	2	.798	1.588	.207	.333
Error(FRAT)		Linear	137.575	188	.732			
		Quadratic	94.494	188	.503			
COC * FRAT	Linear	Linear	2.077	1	2.077	7.516	.007	.779
		Quadratic	.227	1	.227	.646	.423	.126
COC * FRAT * SURV_TYP	Linear	Linear	.313	1	.313	1.132	.289	.185
		Quadratic	1.022E-04	1	1.022E-04	.000	.986	.050
COC * FRAT * REMOTE	Linear	Linear	.496	2	.248	.896	.410	.203
		Quadratic	1.270	2	.635	1.805	.167	.374
Error(COC*FRAT)	Linear	Linear	51.963	188	.276			
		Quadratic	66.148	188	.352			

As can be seen from the table, the relevant factors were examined to determine their combined effect. Concentrating on the column of significance, it can be seen that there is indeed a combined relationship that can be observed between chain of command and the type of fraternization. With this in mind, the estimated marginal means can be graphed in respect to fraternization type and chain of command as shown in Figure 1.

The effect of this interaction suggests a compounding effect of different genders and chain of command. There is a large increase in severity of consequence for platonic relationships when the relationship involves different genders and when the relationship occurs within the same chain of command. The analysis for hypothesis 2 suggested that the apparent gender difference may have been due to something else in the scenario. These results suggest otherwise. Graphing the data from the second study that removed the gender references from the scenarios changes the plot. The different gender platonic lines between Figures 1 and 2 show different slopes, suggesting that the difference due to chain of command are much stronger when the relationship is between a man and a woman rather than two people of the same sex. Another way of stating this is that the consequences are more severe to platonic relationships when the gender is different only when the relationship occurs within the same chain of command.

Figure 1: Estimated Marginal Means Between Factors

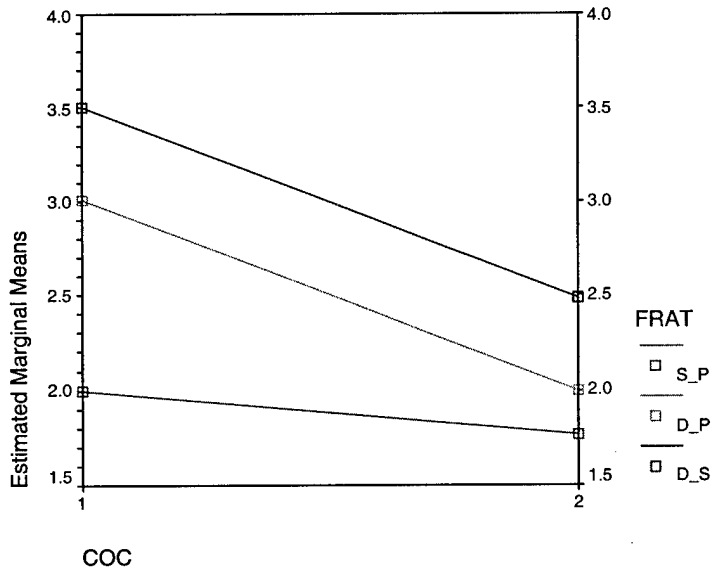
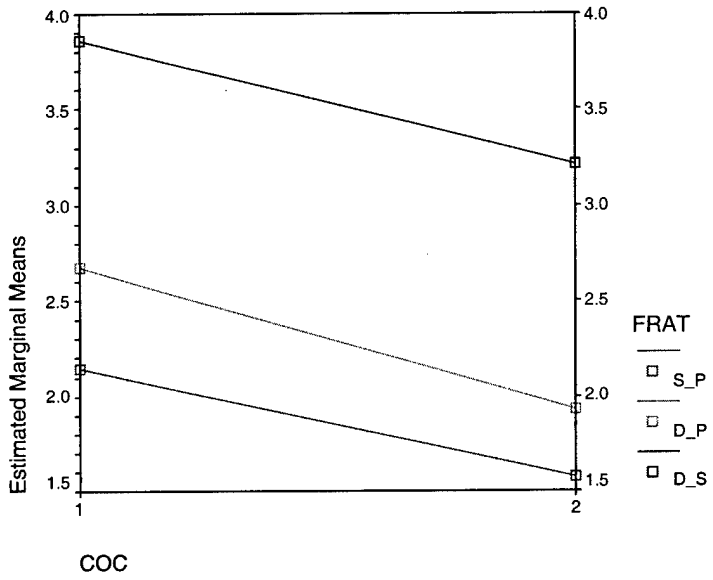


Figure 2: Estimated Marginal Means Between Factors for Genderless Survey



Hypothesis #6- Remote Status Factor

The sixth hypothesis proposed in Chapter 2 dealt with how people who were once stationed at a remote base tolerate fraternization. In order to determine if one's past location actually affects one's tolerance for fraternization, the survey results were split into two groups. Table 15 shows the average mean score on the composite score for all of the scenarios combined.

Table 15: Descriptive Statistics of Remote/Non-Remote Groups for Combined Score

REMOTE	Mean	N	Std. Deviation
	14.7500	4	1.5000
no	16.1481	135	2.9078
yes	14.9245	53	2.2088
Total	15.7812	192	2.7599

As can be seen from the table, approximately 27% of the respondents said that they had been stationed at a remote base at some point in their active duty career. However, the most interesting aspect of this table was that the mean score of the combined scenario scores is less for those that have been remote than for those who have never been stationed at a remote base. This is opposite of the hypothesized relationship.

This alone is not enough to prove the hypothesis since it should also be noted that the mean of both groups fall within one standard deviation of each other. Thus in order to put any statistical significance behind this data, an ANOVA procedure needed to be undertaken to determine whether the scores from the two groups were significantly different. The results of this ANOVA can be seen in Table 16.

Table 16:ANOVA Table for Remote/Non-Remote Groups for Combined Score

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	56.983	1	56.983	7.643	.006
Within Groups	1386.735	186	7.456		
Total	1443.718	187			

As can be seen from the Sig. column, there is .006 probability of the two groups being the same. This is less than the .05 probabilities that was required in Chapter 2 to prove this hypothesis. Thus the null hypothesis is rejected and the two groups of total scores do actually differ. Since the two groups do differ and are not the same, then one must have a lower mean score than the other. Following, since the mean of the scores from people who had been remote is less than the mean of the score from those who have not been remote, then it is assumed that the combined scores for people who have been remote is less than the combined scores for those military officers that have not been stationed remote.

Once the combined score of the scenarios were checked, the results of the individual scenarios needed to be tested. This is due to the possibility of a great difference in one or two scenarios, which might have shifted the combined score towards the found results. Thus each scenario score needed to be tested in order to determined if

there was a statistical significant difference in scores between those who had been stationed at a remote base and those who had not been stationed at a remote base. Some of the descriptive statistics of the individual scenarios as grouped by remote status can be seen in Table 17 below.

Table 17: Descriptive Statistics of Remote/Non-Remote Groups for All Scenarios

	REMOTE	N	Mean	Std. Deviation	Std. Error Mean
OUT_S_P	yes	55	1.60	.53	7.15E-02
	no	139	1.82	.70	5.98E-02
IN_S_P	yes	57	2.11	.31	4.10E-02
	no	140	2.31	.56	4.74E-02
OUT_D_P	yes	57	1.93	.49	6.56E-02
	no	139	1.94	.55	4.70E-02
IN_D_P	yes	55	2.53	.77	.10
	no	137	2.83	.87	7.44E-02
OUT_D_S	yes	57	3.04	1.18	.16
	no	140	3.13	1.01	8.53E-02
IN_D_S	yes	57	3.82	.91	.12
	no	140	4.11	.91	7.66E-02

As can be seen from the table above, the mean score for those that were stationed remote is lower than the mean score for those who were not stationed at a remote base for every scenario. However, the amount that the yes group is lower than the no group differs for each scenario. The greatest difference being for the IN_D_P and the smallest different in the OUT_D_P. However, just having a relatively large difference in means does not really signify anything. To determine whether the scores for each group are truly different, another ANOVA must be performed. For this analysis, a paired sample ANOVA was calculated using a 2-tail test. The results of the analysis can be seen in Table 18.

Table 18: ANOVA Table for Remote/Non-Remote Groups for All Scenarios

	t-test for Equality of Means						
	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
						Lower	Upper
OUT_S_P	-2.093	192	.038	-.22	.11	-.43	-1.27E-02
IN_S_P	-2.559	195	.011	-.20	7.89E-02	-.36	-4.63E-02
OUT_D_P	-.064	194	.949	-.0054	8.46E-02	-.17	.16
IN_D_P	-2.267	190	.025	-.30	.13	-.57	-3.96E-02
OUT_D_S	-.561	195	.576	-.09	.17	-.42	.24
IN_D_S	-2.033	195	.043	-.29	.14	-.57	-8.67E-03

In the table above, the column of most importance is the one labeled "Sig. (2 – tailed)." The information shown in this column is the probability of the groups for each scenario being the same. For this analysis, anything under .05 is considered significant. Additionally, the 95% Confidence Interval of the Difference must not contain a zero for either the upper or lower bounds. Even though many of the upper bounds listed are very small, it should be remembered that the scale of the difference is also very small and since they are not zero can be considered significant. Thus it can be seen that four of the six scenarios' scores actually do differ significantly when comparing those that have been remote and those who have not. The only two scenarios that do not differ significantly are the OUT_D_P and the OUT_D_S scenarios. Also, it should be noted that all of the scenarios that dealt with relationships within the same chain of command differ significantly from those who were stationed remote.

A confounding factor that was considered after reviewing this factor was the length of active duty time served by respondents. An argument against remote status as a factor would state that the longer a member serves, the more likely that they have served in a remote location. Thus the possibility exists that it is actually the active duty time

served that acts as a factor instead of remote status. In order to test this relationship, a regression analysis was necessary. This linear regression will attempt to determine the relationships between the total score and remote status, active duty time, and remote and active duty interacted. Table 19 is an ANOVA table for the regression analysis.

Table 19: ANOVA Table for Remote & Active Duty Time Analysis

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	85.192	3	28.397	3.923	.010
	Residual	1324.669	183	7.239		
	Total	1409.861	186			

As can be seen, this model has a significance less than .05 and thus bears further investigation. This is especially true since there were multiple variables that contributed to it. In order to investigate this model, it is necessary to examine the coefficients associated with the factors examined. Fortunately, a by-product of the analysis examined the significance of the factors and Table 20 shows the coefficients associated with the regression analysis.

Table 20: Coefficients of Regression Analysis

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	16.737	.383		43.717	.000
Remote	-2.116	1.015	-.347	-2.085	.038
Active duty	-9.189E-02	.051	-.156	-1.786	.076
Remote*ADT	.124	.105	.216	1.183	.238

The coefficients associated with each factor is a measure of influence that factors have towards the predicted results, which in this case is the total score of the scenarios. If a coefficient is not significant, then it is considered to be zero and thus that factor does not influence the dependent variable. As can be seen from Table 20, only the remote

factor's coefficient is significant in this model. Thus it can be concluded that active duty time served does not significantly impact one's combined score on the survey.

Other Possible Factors

In addition to the factors mentioned above, examination of other factors might lead to the discovery of other confounding factors. Some of the other factors involved might include age, active duty time served, and enlisted time served. In order to explore these factors, a correlation table was constructed as shown in Table 21.

Table 21: Correlation of Other Factors

		AGE	Active duty	Enlisted time	TOTAL
AGE	Pearson Correlation	1.000	.725	.441	.005
	Sig. (2-tailed)	.	.000	.000	.948
	N	198	197	198	188
Active duty	Pearson Correlation	.725	1.000	.623	-.165
	Sig. (2-tailed)	.000	.	.000	.024
	N	197	198	198	188
Enlisted time	Pearson Correlation	.441	.623	1.000	.009
	Sig. (2-tailed)	.000	.000	.	.907
	N	198	198	199	189
TOTAL	Pearson Correlation	.005	-.165	.009	1.000
	Sig. (2-tailed)	.948	.024	.907	.
	N	188	188	189	192

The correlation table displays a variety of information; one of the most interesting is the Pearson Correlation. The Pearson correlation coefficient is a measure of linear association between two variables. This value ranges between 1 and –1 with a 1 signifying a perfect positive relationship and –1 signifying a perfect negative relationship. Additionally, a value of 0 means that there is no linear relationship between the variables

in question. As is expected, there is quite a lot of correlation between age and both active duty and enlisted time served. This comes as no surprise since as a member gets older they will spend more time in the service. It should be noted that the Pearson Correlation values for the Total score column and row are comparatively low. In fact, the only other variable aside from itself (variables will always have a Pearson Correlation value of 1 when compared against themselves) that shows any significance is active duty time. However, the possibility of this factor influencing total score has already been addressed and found lacking.

V. Conclusion

Research Conclusions

The first hypothesis indicated that there was less tolerance for fraternization involving a sexual relationship with a platonic relationship. An ANOVA between the scores of scenarios with a platonic relationship and a sexual relationship showed a statistically significant difference with all other factors held constant. This analysis supported this hypothesis and shows that Air Force officers consider sexual relations between officers and enlisted more serious than platonic relations. The means of the responses showed that sexual relationships on the average garnered a punishment at least one step greater than a platonic relationship. This implies that a sexual relationship with the same impact within a squadron as a platonic relationship could expect to receive a LOR or an Article 15 where the platonic relationship would get a LOA or an LOR. This is inconsistent with Air Force policy concerning fraternization and unprofessional relationships. The emphasis of the Air Force's regulations regarding unprofessional relationships concerns itself more with the impact of the relationship than the level of intimacy. People seem to be getting caught up with the type of relationship and not looking at the effects the relationship causes as the regulation states. The fact that the policy is not being implemented like the regulation states implies the possible need for better education regarding this policy.

The second hypothesis stated that platonic fraternization with different genders is tolerated less than platonic relationships with the same gender. An ANOVA between the scores of scenarios with different genders and same genders showed a statistically significant difference with all other factors held constant. This analysis supported this

hypothesis. However, since the scenarios were not pre-tested, the possibility of other factors influencing this analysis existed. Therefore, it was necessary to conduct a second scenario that was exactly like the first except for the removal of all references to gender. Analysis of this survey showed that the scenarios without any reference to gender exhibited the same trends in responses as the survey with the gender references. If the differences in the survey with gender were larger, then support for this hypothesis would still exist. Nevertheless, since the differences in both scenarios were so close, the analysis did not fully support this hypothesis across all factors. However, analysis of the fifth hypothesis revealed that gender differences did exist for relationships within the same chain of command. The comparison to the gender-removed results suggests that the difference within the chain of command cannot be attributed to differences in the scenarios. The final conclusion is that a bias against different gender platonic relationships does in fact exist, but only for relationships within the same chain of command.

The third hypothesis examined the idea that tolerance for fraternization between different genders (both platonic and sexual) might be different depending on the gender of the higher-ranking individual. An ANOVA between the scores of all of the scenarios with their genders reversed showed no statistically significant difference with all other factors held constant. This is consistent with Air Force policy, which says that there should not be any difference in the way men and women are treated or punished.

The fourth hypothesis indicated that there is less tolerance for fraternization within the same chain of command than for fraternization outside the chain of command. An ANOVA between the scores of scenarios with relationships within the chain of

command and relationships outside the chain of command showed a statistically significant difference with all other factors held constant. This analysis supported this hypothesis. The means of the responses showed that relationships within the same chain of command on the average earned a punishment at least one step greater than relationships outside the chain of command. This means that a relationship within the same chain of command could expect to receive an LOR or an Article 15 where the relationship outside the chain of command would get an LOA or an LOR. This is not a surprising result since relationships within the same chain of command can cause the most problems within an organization, and one of the Air Force's main goals of the fraternization policy is to minimize problems. This is emphasized in the Air Force's regulations regarding unprofessional relationships. An unprofessional relationship within the same organization is the first type of relationship specified in AFI 36-2909 and is the basis of the guiding principle against fraternization itself. Thus the policy and training seems to be getting this aspect of the policy through to the company grade officers.

The fifth hypothesis stated that there is even less tolerance for fraternization cases within the same chain of command with the same factors than for cases not within the same chain of command. A general linear model was used to show the combined effects of relations in the same chain of command compounded with the other factors. This analysis supported this hypothesis. As noted before, this effect is a result of a greater intolerance of different gender platonic relationships within the same chain of command. This effect seems inconsistent with Air Force policy. Consequences should depend on the degree of prejudice, disgrace, dishonor, or impact to morale, not whether the relationship occurs between people of the same gender. The problem lies in perception.

For whatever reason, people perceive different gender relationships as more harmful when in the same chain of command. This might be due to the idea of "pillow talk" and unearned advantages that are perceived to occur in this type of relationship. These perceptions influence unit morale and cohesion and thus this factor is consistent with the Air Force's policy. The chain of command factor is very important in how individuals decide on the tolerance of a fraternization case.

The sixth hypothesis indicated that there is a greater tolerance for fraternization by officers who have been stationed at a remote base than officers who have not been stationed at a remote base. An ANOVA between the combined scores of the scenarios by those who had been remote and those who had not been remote showed a statistically significant difference. This analysis supported this hypothesis. Additionally, even though all of the individual scenarios were not significantly different, those who were remote on average gave lower individual scenario scores than those who had never been stationed at a remote base. The amount of the difference differed from a whole step to barely any at all depending on the factors involved. This result suggests that there is not a constant standard of punishments being applied to fraternization cases. A past study of fraternization cases found that consequences were more lenient at remote sites (Luther, 1999). This lack of consistent punishment would also help explain the difference in attitudes between those who have been remote and those who have never been stationed at a remote base. These results would also suggest a unique problem at remote sites and should be investigated further.

Limitations

One limitation of this thesis was the scenarios used in the survey. As noted before, the scenarios themselves ended up causing a difference in the severity of consequences that was initially contributed to the different gender effect. Before the survey was sent to the population of company grade officers, the survey should have been pre-tested on a small sample of officers. This would have allowed the scenarios to be fine-tuned and thus offer better data towards the different gender effect.

Another limitation in this thesis was in data collection. Even though every effort was made to try and assure the respondents of their anonymity, several respondents stated that they refused to give certain background information for fear that it would be used to track them down. While this was not the case in a significant portion of replies, it does point out that there was some concern by the respondents about their answers being used against them. Thus while some might have opted to leave certain background information blank, the possibility exists that many might have shaped their answers to comply with what they believe their superiors wish to hear. While this is true of almost every survey, due to the sensitive topic of this survey and the dire consequences that have been enacted upon those who chose to ignore the regulation, this problem could have been more rampant in this study.

Along the same lines, another limitation of this thesis was the self-reporting nature of the background information in the survey. Without having access to the personnel files of the respondents, it would be impossible to guarantee the accuracy of the information. This is inconsequential in most of the data collected except for the question regarding whether they had ever been stationed at a remote base. While

inputting the data, it became clear the definition of remote differed among military officers. Since other questions asked about their current location and the last base they were stationed at, inconsistencies became apparent. While some would consider a base within the United States but far away from any major metropolitan city (such as Minot AFB in North Dakota) as non-remote, others would consider the same base remote. Also, some respondents would consider overseas bases near large cities (such as Yokota Air Base near Tokyo, Japan) as non-remote while others would consider the same base remote. Thus the concept of a "remote base" was left to the personal definition of the respondent and could differ significantly from person to person.

Another, more obvious limitation, was that this study only took into account the feelings and responses of company grade officers in the Air Force. The company grade officers only make up 55% of Air Force officers and a much smaller percentage of Air Force members over all. However, a study of this nature had to start somewhere and company grade officers within the Air Force was a small enough group from which some conclusions could be drawn. Thus it should be reminded that the results of this thesis should not be generalized beyond the sample group of Air Force officers.

Recommendations for Future Research

As previously noted in this chapter, the scope of respondents warrants further investigation into other populations of the Department of Defense. The first step would be to analyze the responses of a similar survey administered to both field grade officers (Majors, Lt. Colonels, and Colonels) as well as all of the enlisted ranks. Additionally, with only slight modification in terminology and abbreviations, this survey could be

administered to all of the armed forces. In the quest for a uniformed policy on fraternization, all services should be investigated to determine not only the current feelings and tolerances, but also how any such changes might impact a branch of the service. Having a policy that only takes into account information about one or two services could prove to be disastrous to another service and seriously impact the national security of this country.

Another area for future research includes examining how a member's exposure to fraternization impacts their tolerance for it. A member who has seen other officers or close friends involved in fraternization and the punishments (if any) it entailed should have quite an impression on a member. However, as was mentioned before, fraternization is considered a delicate topic in the military and it was difficult getting opinions on hypothetical cases. Trying to get individuals to volunteer information on their peers regarding any unprofessional relationships might prove to be a monumental task.

Conclusion

Fraternization is a problem in all branches of the military that hurts unit performance, morale, and careers. Many factors are involved in deciding what is right and what is wrong when it comes to personal affairs of members of the armed forces. It is only through better understanding of what affects the military in a negative way that a single, uniform policy can be created that will take these factors into consideration. While there is little hope for the complete elimination of fraternization and the problems it brings to the military, it is possible to minimize its impact.

Appendix A: Survey Type A

AFIT SURVEY

ASSESSING CONSEQUENCES FOR UNPROFESSIONAL RELATIONSHIPS IN THE UNITED STATES AIR FORCE

Privacy Notice

The following information is provided as required by the Privacy Act of 1974

Purpose: The purpose of this study is to assess the impact of various situational influences on the tolerance of fraternization.

Routine Use: Future policy decisions concerning fraternization can draw upon the views and attitudes of those who must follow and enforce policy. No analysis of individual responses will be conducted and only members of the research team will be permitted access to the raw data.

No individual will be identified to anyone outside of the research team.

Participation: Participation is VOLUNTARY. No adverse action will be taken against any member who does not participate in this survey or who does not complete any part of the survey.

Conducted by the

AIR FORCE INSTITUTE OF TECHNOLOGY
AIR UNIVERSITY (AETC)
DEPARTMENT OF THE AIR FORCE

for

HQ USAF/JAG

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON DC

28 September 2000

FROM: HQ USAF/JAG
1420 Air Force Pentagon, Rm 5E-279
Washington DC 20330-1420

SUBJECT: Fraternization Survey

On 1 May 1999, the revised AFI 36-2909, *Professional and Unprofessional Relationships*, went into effect. This revision followed the SECDEF's earlier memorandum directing the services to adopt uniform, clear and readily understandable policies regarding unprofessional relationships. Air Force policy discourages personal relationships that result in or reasonably create the appearance of favoritism, misuse of position or authority, or the abandonment of organizational goals for personal interests. Depending on the circumstances, any of us is susceptible to entering into an unprofessional relationship.

The best deterrent to unprofessional relationships is an educated Air Force. Commanders, supervisors and judge advocates play a key role in this education process. Together they can build an environment that fosters teamwork, trust and respect for authority. My office has the responsibility for preparing training materials to assist commanders and judge advocates in their training responsibility. Our continuing goal is to provide valuable resources. As a part of that effort, my office is sponsoring this study to investigate the link between Air Force policy and practice.

This research project will be used to help develop new and more effective training materials for commanders and judge advocates, and may form the basis for modifications to the existing policy on professional and unprofessional relationships. Your response to this survey will help us understand the relationship between policy and practice and will have an impact on the direction of new policy. Thank you in advance for taking the time to complete this survey.

HARLAN G. WILDER, SES
Chief, General Law Division
Office of The Judge Advocate General

INSTRUCTIONS

On the following pages you will read six different scenarios concerning a possible relationship between an air Force officer and an enlisted person. These scenarios are fictional. Any resemblance to real people, places, or events is coincidental. Your task will be to decide whether each relationship is unprofessional, and then determine the most appropriate action for the unit commander. Each scenario is followed by two questions asking you to provide information about additional factors that may lead you to change your selected action. Please provide as much detail as possible, for this will help us to fully understand your decision. At the end of the survey there are some questions that will help us interpret your responses.

We want to assure you that your answers are completely confidential. Findings will be reported at the group level only. No one in the Air Force will be able to trace your responses back to you. We would like to sincerely thank you for your participation.

If you have any questions, please feel free to contact us.

Respectfully,

GEORGE J. MATUSAK, CAPT, USAF
AFIT/ENV; 2950 P Street, Bldg 640
Wright-Patterson AFB, OH 45433-7765
Email: george.matusak@afit.af.mil

PAUL THURSTON, MAJ, USAF
AFIT/ENV; 2950 P Street, Bldg 640
Wright-Patterson AFB, OH 45433-7765
Email: paul.thurston@afit.af.mil

1. Read each scenario carefully and answer the questions that follow.
2. Please answer directly on the questionnaire.
3. Please complete the questionnaire, seal it in the provided envelope and return it in the enclosed addressed envelope through your base mail system to:

AFIT/ENV
Consequences Survey

2950 P Street, Bldg 640

Wright-Patterson AFB, OH

Scenario #1:

Captain X supervises 14 technicians ranging in grade from Amn to TSgt. He finds he has little in common with most of his subordinates until he discovers that SRA Y shares his love of soccer. Daily, they discuss the merits of various soccer players, talk about league standings and analyze upcoming games. Only rarely does Captain X enter into casual conversation with others. It is known the two men attend local soccer matches together and have traveled to another city, sharing the expenses of transportation and lodging, for a tournament. Captain X has attempted to spread out the details and rotate the work schedule so that everyone pulls a fair share, however, some of the other technicians feel that SRA Y gets some of the easier shifts and work details. The other technicians are starting to complain and it is beginning to affect the morale and work of the unit.

1. As Capt X's commander which of the following steps do you take with him when you become aware of the relationship?

7. No punishment/ignore situation
8. Verbal warning
9. Counseling and LOA
10. Counseling and LOR
11. Article 15
12. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #2:

Capt X (who is a member of your squadron) met SSgt Y, in a restaurant off base. They engaged in conversation, found out that they shared a number of interests and decided to go out. As they chatted on their date, they discovered that they are in separate career fields and are assigned to separate units in different areas of the base. Captain X's supervisor knows about the date, and has discussed with her the importance of avoiding unprofessional relationships). Captain X and SSgt Y have been seeing each other for several weeks now and their relationship is becoming quite serious.

1. As Capt X's commander which of the following steps do you take with her when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #3:

Capt X is an avid golf enthusiast. TSgt Y, who works in a different squadron, is also an avid golf player. The two met on the golf course shortly after Capt X arrived on base, and have been playing together every weekend. Additionally, after the two men play, they always have lunch at the clubhouse. On several occasions, TSgt Y has gone to Capt X's house to barbecue and watch a major golf competition on television.

1. As Capt X's commander which of the following steps do you take with him when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #4:

Capt X is new to the squadron and has been working with TSgt Y since arriving on station. When they first meet, they realize that they grew up in the same area. They soon realize that they have a lot in common and start seeing each other after duty hours. This eventually leads to a romantic relationship. Their immediate supervisor hears some rumors and unofficially counsels Captain X that if such a relationship existed, then she must end it immediately. However, Capt X and TSgt Y ignore this and continue to see each other.

1. As Capt X's commander which of the following steps do you take with her when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #5:

Capt X supervises several airmen, including SRA Y. Because SRA Y is new to her position, Captain X spends considerable time with her. To save time in the office he invites her to the club for "working lunches." She works long hours and they frequently are the last to leave the office in the evening. Capt X's boss advises him that he's heard some rumblings about the amount of time Capt X spends with SRA Y. Capt X assures his boss that there is nothing romantic in their relationship and he "blows off" the rumors. He advises his boss that SRA Y has great potential and he enjoys working with her. Their contact continues unabated. Several months later at appraisal time, Capt X rates SRA Y the highest of all his employees. Two other airmen file a complaint alleging among other things that they were never asked to lunch and never benefited from Capt X's constant attention.

1. As Capt X's commander which of the following steps do you take with him X when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #6:

Capt X is on the base softball team. The team is made up of both officers and enlisted troops from all over the base. Games are every Saturday and after each game, the entire team goes to a local bar to either celebrate their victory or commiserate their defeat. Being the youngest officer on the team, Capt X almost always sits and drinks with the male enlisted team members who are her age. Additionally, Capt X allows the enlisted troops to address her by her first name.

1. As Capt X's commander which of the following steps do you take with her when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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In order to learn more about the survey population, we are asking for information about you.

What is your gender? _____ female _____ male

What is your age? _____ years

What is your marital status? _____ married ____ single

What is your current rank? _____

How long have you been on active duty? _____ years, _____ months

If you are an officer …

Commissioning source? USAFA_____ OTS_____ ROTC

Other (please specify) _____

Amount of prior enlisted time? _____ years, _____ months

Are you currently a supervisor? yes _____ no_____

Number of enlisted personnel you supervise _____

Number of officers you supervise _____

Number of civilian personnel you supervise _____

What is your AFSC? _____

What base are you located at? _____

What was the location of your last assignment? _____

In the last year, how many days were you TDY (circle one)?

10 days or less *11-20* *21-40* *41-80* *81-160* *more than 160 days*

Have you ever been assigned to a remote location? yes _____ no_____

Thank you for taking the time to complete this questionnaire.

Finally, please provide any additional comments you may have regarding fraternization or suggestions to improve this survey. Feel free to add additional pages if necessary.

Appendix B: Survey Type B

AFIT SURVEY

ASSESSING CONSEQUENCES FOR UNPROFESSIONAL RELATIONSHIPS IN THE UNITED STATES AIR FORCE

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No individual will be identified to anyone outside of the research team.

Participation: Participation is VOLUNTARY. No adverse action will be taken against any member who does not participate in this survey or who does not complete any part of the survey.

Conducted by the

AIR FORCE INSTITUTE OF TECHNOLOGY
AIR UNIVERSITY (AETC)
DEPARTMENT OF THE AIR FORCE

for

HQ USAF/JA

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON DC

28 September 2000

FROM: HQ USAF/JAG
1420 Air Force Pentagon, Rm 5E-279
Washington DC 20330-1420

SUBJECT: Fraternization Survey

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HARLAN G. WILDER, SES
Chief, General Law Division
Office of The Judge Advocate General

INSTRUCTIONS

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We want to assure you that your answers are completely confidential. Findings will be reported at the group level only. No one in the Air Force will be able to trace your responses back to you. We would like to sincerely thank you for your participation.

If you have any questions, please feel free to contact us.

Respectfully,

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PAUL THURSTON, MAJ, USAF
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Wright-Patterson AFB, OH 45433-7765
Email: paul.thurston@afit.af.mil

4. Read each scenario carefully and answer the questions that follow.
5. Please answer directly on the questionnaire.
6. Please complete the questionnaire, seal it in the provided envelope and return it in the enclosed addressed envelope through your base mail system to:

AFIT/ENV

Consequences Survey

2950 P Street, Bldg 640

Wright-Patterson AFB, OH

Scenario #1:

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1. As Capt X's commander which of the following steps do you take with her when you become aware of the relationship?

13. No punishment/ignore situation
14. Verbal warning
15. Counseling and LOA
16. Counseling and LOR
17. Article 15
18. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #2:

Capt X (who is a member of your squadron) met SSgt Y, in a restaurant off base. They engaged in conversation, found out that they shared a number of interests and decided to go out. As they chatted on their date, they discovered that they are in separate career fields and are assigned to separate units in different areas of the base. Captain X's supervisor knows about the date, and has discussed with him about the importance of avoiding unprofessional relationships). Captain X and SSgt Y have been seeing each other for several weeks now and their relationship is becoming quite serious.

1. As Capt X's commander which of the following steps do you take with him when you become aware of the relationship?

7. No punishment/ignore situation
8. Verbal warning
9. Counseling and LOA
10. Counseling and LOR
11. Article 15
12. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #3:

Capt X is an avid golf enthusiast. TSgt Y, who works in a different squadron, is also an avid golf player. The two met on the golf course shortly after Capt X arrived on base, and have been playing together every weekend. Additionally, after the two women play, they always have lunch at the clubhouse. On several occasions, TSgt Y has gone to Capt X's house to barbecue and watch a major golf competition on television.

1. As Capt X's commander which of the following steps do you take with her when you become aware of the relationship?

7. No punishment/ignore situation
8. Verbal warning
9. Counseling and LOA
10. Counseling and LOR
11. Article 15
12. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #4:

Capt X is new to the squadron and has been working with TSgt Y since arriving on station. When they first meet, they realize that they grew up in the same area. They soon realize that they have a lot in common and start seeing each other after duty hours. This eventually leads to a romantic relationship. Their immediate supervisor hears some rumors and unofficially counsels Captain X that if such a relationship existed, then he must end it immediately. However, Capt X and TSgt Y ignore this and continue to see each other.

1. As Capt X's commander which of the following steps do you take with him when you become aware of the relationship?

7. No punishment/ignore situation
8. Verbal warning
9. Counseling and LOA
10. Counseling and LOR
11. Article 15
12. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #5:

Capt X supervises several airmen, including SRA Y. Because SRA Y is new to his position, Captain X spends considerable time with him. To save time in the office she invites him to the club for "working lunches." He works long hours and they frequently are the last to leave the office in the evening. Capt X's boss advises her that he's heard some rumblings about the amount of time Capt X spends with SRA Y. Capt X assures him that there is nothing romantic in their relationship and he "blows off" the rumors. She advises her boss that SRA Y has great potential and she enjoys working with him. Their contact continues unabated. Several months later at appraisal time, Capt X rates SRA Y the highest of all her employees. Two other airmen file a complaint alleging among other things that they were never asked to lunch and never benefited from Capt X's constant attention.

1. As Capt X's commander which of the following steps do you take with her when you become aware of the relationship?

7. No punishment/ignore situation
8. Verbal warning
9. Counseling and LOA
10. Counseling and LOR
11. Article 15
12. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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Scenario #6:

Capt X is on the base softball team. The team is made up of both officers and enlisted troops from all over the base. Games are every Saturday and after each game, the entire team goes to a local bar to either celebrate their victory or commiserate their defeat. Being the youngest officer on the team, Capt X almost always sits and drinks with the female enlisted team members who are his age. Additionally, Capt X allows the enlisted troops to address him by his first name.

1. As Capt X's commander which of the following steps do you take with him when you become aware of the relationship?

7. No punishment/ignore situation
8. Verbal warning
9. Counseling and LOA
10. Counseling and LOR
11. Article 15
12. Recommend court martial

2. My action would be more severe if: _____

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3. My action would be less severe if: _____

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In order to learn more about the survey population, we are asking for information about you.

What is your gender? _____ female _____ male

What is your age? _____ years

What is your marital status? _____ married _____ single

What is your current rank? _____

How long have you been on active duty? _____ years, _____ months

If you are an officer …

Commissioning source? USAFA_____ OTS_____ ROTC

Other (please specify) _____

Amount of prior enlisted time? _____ years, _____ months

Are you currently a supervisor? yes _____ no_____

Number of enlisted personnel you supervise _____

Number of officers you supervise _____

Number of civilian personnel you supervise _____

What is your AFSC? _____

What base are you located at? _____

What was the location of your last assignment? _____

In the last year, how many days were you TDY (circle one)?

10 days or less *11-20* *21-40* *41-80* *81-160* *more than 160 days*

Have you ever been assigned to a remote location? yes _____ no_____

Thank you for taking the time to complete this questionnaire.

Finally, please provide any additional comments you may have regarding fraternization or suggestions to improve this survey. Feel free to add additional pages if necessary.

Appendix C: Gender Test Survey

INSTRUCTIONS

On the following pages you will read six different scenarios concerning a possible relationship between an Air Force officer and an enlisted person. These scenarios are fictional. Any resemblance to real people, places, or events is coincidental. Your task will be to decide whether each relationship is unprofessional, and then determine the most appropriate action for the unit commander. At the end of the survey, you will be asked to rank the surveys in order from most acceptable behavior to least acceptable behavior for an Air Force Officer.

I want to assure you that your answers are completely confidential. Findings will be reported at the group level only. No one in the Air Force will be able to trace your responses back to you. I would like to sincerely thank you for your participation.

If you have any questions, please feel free to contact me.

Respectfully,

GEORGE J. MATUSAK, CAPT, USAF
AFIT/ENV; 2950 P Street, Bldg 640
Wright-Patterson AFB, OH 45433-7765
Email: george.matusak@afit.af.mil

1. Read each scenario carefully and answer the questions that follow.
2. Please answer directly on the questionnaire.
3. Return the survey to Capt Matusak.

Scenario #1:

Captain X supervises 14 technicians ranging in grade from Amn to TSgt. The captain finds little in common with most of the subordinates until it is discovered that SRA Y shares a love of soccer. Daily, they discuss the merits of various soccer players, talk about league standings and analyze upcoming games. Only rarely does Captain X enter into casual conversation with others. It is known the two attend local soccer matches together and have traveled to another city, sharing the expenses of transportation and lodging, for a tournament. Captain X has attempted to spread out the details and rotate the work schedule so that everyone pulls a fair share, however, some of the other technicians feel that SRA Y gets some of the easier shifts and work details. The other technicians are starting to complain and it is beginning to affect the morale and work of the unit.

As Capt X's commander which of the following steps do you take with him when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

Scenario #2:

Capt X (who is a member of your squadron) met SSgt Y, in a restaurant off base. They engaged in conversation, found out that they shared a number of interests and decided to go out. As they chatted on their date, they discovered that they are in separate career fields and are assigned to separate units in different areas of the base. Captain X's supervisor knows about the date, and has discussed with Captain X the importance of avoiding unprofessional relationships). Captain X and SSgt Y have been seeing each other for several weeks now and their relationship is becoming quite serious.

As Capt X's commander which of the following steps do you take with her when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

Scenario #3:

Capt X is an avid golf enthusiast. TSgt Y, who works in a different squadron, is also an avid golf player. The two met on the golf course shortly after Capt X arrived on base, and have been playing together every weekend. Additionally, after the two play, they always have lunch at the clubhouse. On several occasions, TSgt Y has gone to Capt X's house to barbecue and watch a major golf competition on television.

As Capt X's commander which of the following steps do you take with him when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

Scenario #4:

Capt X is new to the squadron and has been working with TSgt Y since arriving on station. When they first meet, they realize that they grew up in the same area. They soon realize that they have a lot in common and start seeing each other after duty hours. This eventually leads to a romantic relationship. Their immediate supervisor hears some rumors and unofficially counsels Captain X that if such a relationship existed, then it must end immediately. However, Capt X and TSgt Y ignore this and continue to see each other.

As Capt X's commander which of the following steps do you take with her when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

Scenario #5:

Capt X supervises several airmen, including SRA Y. Because SRA Y is new to the position, Captain X spends considerable time with her. To save time in the office he invites SRA Y to the club for "working lunches." They work long hours and they frequently are the last to leave the office in the evening. Capt X's boss advises that he's heard some rumblings about the amount of time Capt X spends with SRA Y. Capt X assures the boss that there is nothing romantic in their relationship and Capt X "blows off" the rumors. Capt X advises the boss that SRA Y has great potential and it's a joy to work with. Their contact continues unabated. Several months later at appraisal time, Capt X rates SRA Y the highest of all Capt X's employees. Two other airmen file a complaint alleging among other things that they were never asked to lunch and never benefited from Capt X's constant attention.

As Capt X's commander which of the following steps do you take with him X when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

Scenario #6:

Capt X is on the base softball team. The team is made up of both officers and enlisted troops from all over the base. Games are every Saturday and after each game, the entire team goes to a local bar to either celebrate their victory or commiserate their defeat. Being the youngest officer on the team, Capt X almost always sits and drinks with the enlisted team members who are the same age. Additionally, Capt X allows the enlisted troops to address Capt X by first name.

As Capt X's commander which of the following steps do you take with her when you become aware of the relationship?

1. No punishment/ignore situation
2. Verbal warning
3. Counseling and LOA
4. Counseling and LOR
5. Article 15
6. Recommend court martial

Rank the Scenarios:

Next to each of the scenario numbers below, please rank the previous surveys in order of acceptable behavior for an Air Force officer. Thus, put a 1 next to the scenario that is least offensive and a number 6 next to the scenario that is most offensive.

Rank	Scenario
_____	#1
_____	#2
_____	#3
_____	#4
_____	#5
_____	#6

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Vita

Captain George J. Matusak graduated from Fairfield High School in Fairfield, Ohio in June 1990. After graduating high school, he entered undergraduate studies at The Ohio State University in Columbus, Ohio where he graduated with a Bachelor of Science degree in Mechanical Engineering in June 1995. Also in June 1995, he was commissioned as a Second Lieutenant in the US Air Force through the Reserve Officer Training Corps. He first assignment was to Reese Air Force Base in Lubbock, Texas as a member of the 64th Civil Engineer Squadron. Capt Matusak was key in closing the base and turning it over to the city of Lubbock. His next assignment was at Yokota Air Base Japan, 374th Civil Engineer Squadron. At Yokota, Capt Matusak was the in charge of a $1 billion construction program. In 1999, he entered the Graduate School of Engineering and Management, Air Force Institute of Technology. Upon graduation, he will be assigned to the 51st Civil Engineer Squadron at Osan Air Base Republic of Korea.

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14. ABSTRACT

This thesis explores several factors that might explain discrepancies within the tolerance level of fraternization within company grade officers within the Air Force. Factors that may influence implementation may include the nature of relationship (platonic, sexual), the sex of the participants (same verses different gender, or gender of the senior person), whether the incident occurred between people in the same chain of command, and whether the evaluator was ever stationed at a remote location.

This thesis used a survey sent out to a population of company grade officers and comprising of scenarios that varied the combination of factors under study. The respondents were then asked to decide what punishment was suitable for each hypothetical case. The lighter the punishment given, the greater the tolerance for relationships that exhibits the factors that made up the scenario.

The results of the study suggested that the there was less tolerance for sexual relationships over platonic relationships and less tolerance for unprofessional relationships within the same chain of command. Results showed that consequences were more severe if the participants were in the same chain of command regardless of the relationship. There was also an interactive effect between the gender makeup of platonic relationships and whether the participants were in the same chain of command. Respondents provided more severe punishments for different gender, platonic relationships only where the participants were within the same chain of command. It was also determined that officers who had been stationed at a remote base had a greater tolerance for fraternization with almost any combination of factors..

15. SUBJECT TERMS

Fraternization, Unprofessional Relationships, Tolerance, Personal Relationships.

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