

Case Study: E-6 and E-4 Inappropriate Relationship

Description:	Unmarried female E-6 day check supervisor and unmarried but engaged male E-4 have inappropriate relationship. Both are awarded NJP, fined, and reduced in rank.
Background:	An informal investigation was convened to explore the case and to determine what decisions, events and circumstances contributed to the behavioral failing. The investigation was initiated following the results of the UCMJ.

Findings:

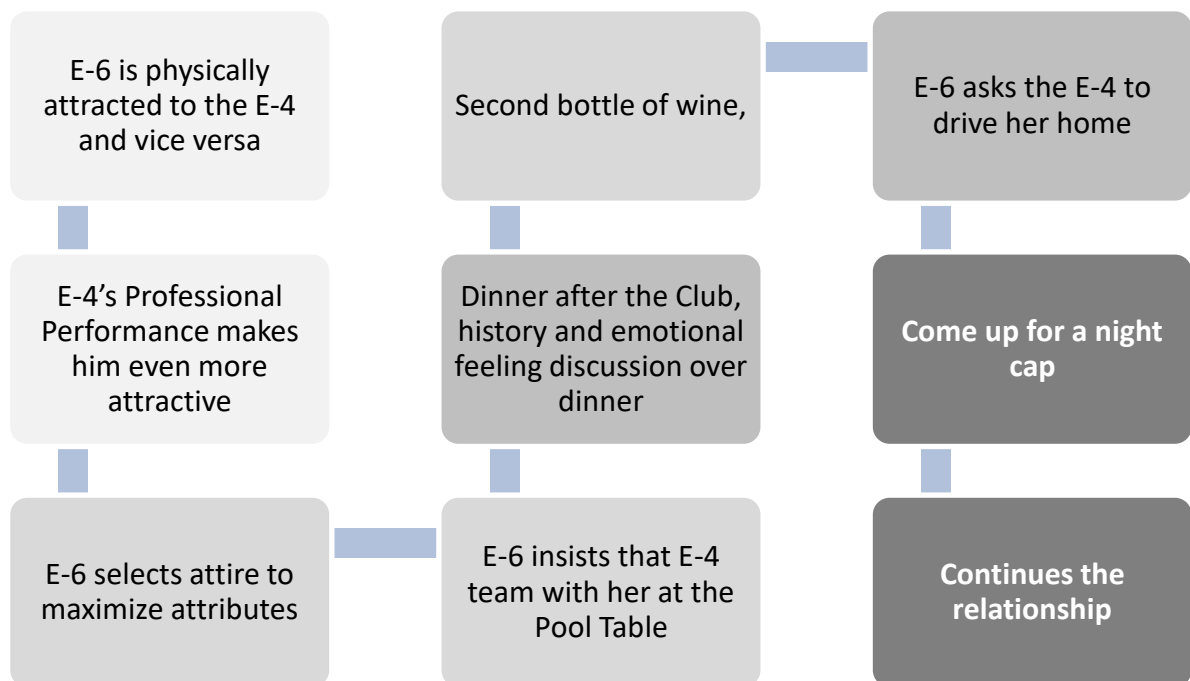
1. Male E-4 joins squadron two-and-one-half months prior to deployment. He is engaged to a young woman living on the opposite coast and has wedding plans in two months. He intends to be a geo-bachelor following wedding and have new wife join him following deployment.
2. Female E-6 meets E-4 on day of check-in to the AT shop where she is day shift supervisor. Admits she found the E-4 attractive.
3. E-4 admits he found E-6 "sexy."
4. E-6 notes that E-4 performs extremely well and demonstrates troubleshooting skills well beyond his experience level. She passes verbal and written praise to E-7 branch chief petty officer.
5. E-7 also notes superb attitude and "can-do" spirit from E-4. Upon recommendation from E-6, he assigns him CDI duties.
6. After one month in command, E-4 is recommended for Squadron Sailor of the Month award. Gets runner-up.
7. Three weeks prior to deployment, AT shop reaches a zero discrepancies milestone despite a heavy FCLP load. E-6 invites day shift to meet her at the enlisted club for a Friday night celebration.
8. Entire day shift attends party.
9. E-6 arrives in self-described "dressed-to-kill" outfit. She is a Cross-fit aficionado and very proud of her body. Testimony from party attendees indicated that many of the attendees complimented the E-

6 on her appearance. None voiced any thought that what she wore was inappropriate. The E-7 branch chief remarked that he kidded her for “hunting for a husband.”

10. E-4 admits feeling like he was on a cloud due to personal success that contributed to the work center success. He further said that he went to the club with the plan to “hit the long ball” since it was a short walk to the barracks and he did not have Saturday duty.
 11. E-4 enjoys a couple of beers with co-workers and then teams with E-6 at pool table at her insistence. They run the table for two hours. The rest of the day shift has departed and the Chief is busy with other khaki in their corner of the club.
 12. The First Class asks the third Class if he would like to go out to dinner with her to a local establishment. He agrees.
 13. Their dinner is accompanied by conversation and a description of their backgrounds and some frank exchanges about how they seem to be attracted to one another both professionally and physically. The First Class orders a second bottle of wine.
 14. The E-6 asks the E-4 to drive her home to get her car home.
 15. The E-6 invites the E-4 in for a “night cap” before they call a cab for him to return to the base. He stays the night.
 16. The next morning the E-4 has a bit of a guilty conscience but rationalizes his behavior.
 17. The E-6 does not have any emotional guilt but does feel some professional disappointment.
 18. The E-6 and E-4 have another sexual encounter three days later.
 19. The relationship continues for the rest of the week.
 20. E-6 and E-4 begin discussions about his upcoming wedding. He is very confused. Takes leave, proceeds home, and gets married.
 21. The E-4’s new bride surprises him by announcing she will be returning with him to the other coast for the two weeks he has before the deployment.
 22. The E-4 and his new wife fly to his homeport and stay in apartment provided by wife’s parents.
 23. Three days after they move to the apartment, the wife discovers volumes of emails between E-4 and E-6 on his computer. Wife confronts E-4 who eventually tells whole story.
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Thought to Action Chain

1. Diagram the thought-to-action chain.
 - a. E-6 is physically attracted to the E-4 and vice versa, professional performance by the E-4 is phenomenal, E-6 plans attire for maximum physical attraction, E-6 insists that E-4 team with her at pool table, dinner after the club, second bottle of wine, frank exchange of history and feelings over dinner, asks E-4 to drive her home and come up for a night cap, continued relationship.

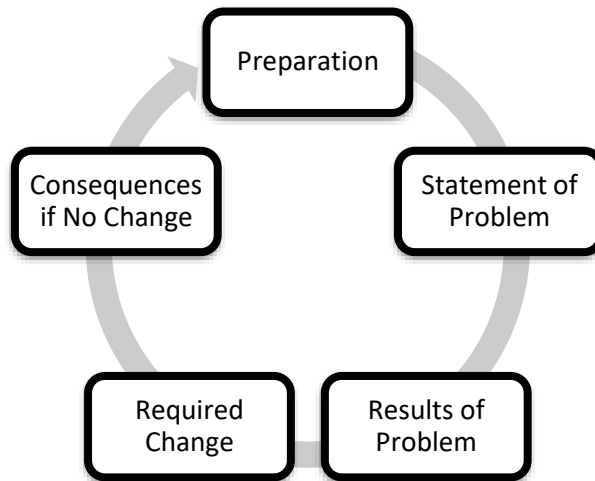


2. She also knows she is attractive and can be seductive in the right clothing.
3. Who decides what is and what is not appropriate clothing for off-duty attire?
4. Would something more conservative have avoided the sequence of events?
5. She insisted that the E-4 join her at the pool table. Why did she do that? How was pool table the bridge to link events?

6. Is enjoyment of one another's company a significant danger or hazard? Does it depend on your motives?
7. What does this mean? "E-4 intends to hit the long ball."
8. The skills he has playing pool may have helped him socially climb the ladder to success at the club. When did he intend to violate the trust and confidence his fiancée had in him?
9. Did you find his behavior acceptable, understandable, unprofessional, and unacceptable?
10. How does this make him a bad person?
11. Why does this make him unemployable by the Navy?
12. What actions should he have taken with his fiancée? Why is his lack of courage in failing to notify his fiancée particularly egregious?
13. Is this "fling" a major character flaw, or is this behavior permissible as a single sailor?
14. What could he have done differently?

Constructive Confrontation Discussion:

1. The first opportunity for constructive confrontation is internal. In this case, the E-6 would benefit from a constructive confrontation with herself. The E-6 knows she is attracted to the E-4 and he is attracted to her; therefore, she/he must avoid things that increase that attraction.
2. A next opportunity for confrontation might come from a friend or colleague. These "on-lookers" often know about or strongly suspect instances of misbehavior. Have you ever been in such a situation? Approaching a friend or co-worker would be very difficult and you would have to be sure that real, negative consequences were likely. Approaching a senior would be even harder. Using the case study, your own observations, or a hypothetical example, how would you realistically handle such a confrontation? Look at the wheel below for a template.



Preparation:

1. What does this step mean to you? How would you prepare? In what setting would this type of confrontation best take place?

Statement of Problem:

1. What is the problem (or likely result) of the misbehavior? What problem is it for you? What problem is it for the unit, etc.?
2. How would you state this to your colleague/friend?
3. Listen.

Results of Problem:

1. Using the example, what are the likely results or negative outcomes from the problem and how would you state that to the friend?
2. Listen.

Required Change:

1. What change in behavior do you want to see?
2. Listen.

Consequences If No Change:

1. Hopefully, by this point in the confrontation you are having a discussion and not a shouting match. The understanding of consequences would be something that both of you agree to vice you listing them.

Case Conclusions:

1. What main points did you take from this case study?
2. What are your concerns as a facilitator with this case study?