

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF SOUTH CAROLINA
Charleston Division

SHANNON RICHEY FAULKNER,
individually and on behalf of all
others similarly situated,

Plaintiff,

and the
UNITED STATES OF AMERICA,

Plaintiff-Intervenor,

- versus -

JAMES E. JONES, JR., et al.,

Defendants,

and the State of South Carolina, The Citadel,
the Military College of South Carolina,
and The Board of Visitors of The Citadel,
the Military College of South Carolina,

Additional Defendants.

C.A. NO.:
2:93:0488-2

DEFENDANTS' PROPOSED CONTINGENCY PLAN FOR
ADMISSION OF SHANNON FAULKNER

James E. Jones, Jr., et al ("The Citadel") propose the following contingency plan for the admission of Shannon Faulkner ("Ms. Faulkner") to the Corps of Cadets on August 12, 1995.

1. Twenty-Four Hour Schedule:

Ms. Faulkner will follow the 24-hour schedule attached as Exhibit 1.

2. Company Assignment:

Ms. Faulkner will be assigned to a cadet company. She will participate in all company formations, in the barracks and

elsewhere. She will enter barracks only as provided in the 24-hour schedule.

3. Classes:

Ms. Faulkner will register for and attend classes as an academic junior. She will be required to wear her uniform at all times required by the Blue Book of Regulations (Blue Book Regulations, Defendant's Trial Exhibit 235). She will be required to conduct herself in class in accordance with the customs and courtesies of the Cadet system as set forth in the Blue Book.

4. Billeting:

a. Ms. Faulkner will be assigned a single room with adjacent restroom and bath facilities, in the Infirmary, which is located near the barracks and was designated in the Contingency Plan of June 28, 1994, 1994.

b. Ms. Faulkner will not be assigned a roommate.

c. Ms. Faulkner's room will be subject to the same standards and regulations and will be subject to inspection in the same manner as other Cadet rooms, except as stated in this Plan.

d. Private latrine and shower facilities will be available to Ms. Faulkner adjacent to her room.

e. Ms. Faulkner's door will be provided with a lock.

f. A cadet guard will be posted at a desk at the entrance of the hallway leading to Ms. Faulkner's room at a sign-in and out table from 0600 to 2400 daily so that access to Ms.

Faulkner's hall will be controlled as access to barracks is controlled.

5. Visitation:

- a. Announced entrance procedure will be followed.
- b. Room door must remain open and unlocked at all times when visitors are present.
- c. Visitation will be permitted only at those times that other Fourth Class cadets are allowed visitors. Cadet visitors must request permission from a member of Ms. Faulkner's chain of command, and there shall be a minimum of two cadet visitors at any time.

6. Physical Fitness Requirements:

- a. The United States Army physical fitness standards for women will be adopted for Ms. Faulkner.
- b. United States Army height and weight standards for females will be adopted for Ms. Faulkner.

7. Grooming:

- a. **Hair.** There will be no specific requirements for hair style, except that her hair must be above the collar, off the face, and styled so as not to interfere with wear of cadet headgear.
- b. **Makeup.** There will be no wearing of makeup while in uniform.
- c. **Jewelry.** There will be no visible wearing of jewelry while in uniform, except a wrist watch and one ring.

8. Uniform: Ms. Faulkner will be required to purchase and wear the prescribed cadet uniform at all times and places required by cadet regulations, and will be prohibited from possessing on campus or wearing other clothing except as permitted by cadet regulations. The cadet uniform design and wear (See Appendix E, Blue Book Regulations) will be retained with the following exceptions for Ms. Faulkner:

a. All measurements will be taken by The Citadel's uniform contractor, not by the Cadet detail.

b. A separate dressing/undressing area will be provided for uniform fitting.

c. The Citadel will provide for Ms. Faulkner to special order overseas cap, duty shirt, trousers, and women's uniform shoes.

d. Special tailoring will be made available to Ms. Faulkner as necessary.

e. Spandex may be worn with PT uniform only.

f. Shirt tuck will not be required for Ms. Faulkner.

g. Ms. Faulkner must maintain the same cleanliness standards for her uniform as other Fourth Class cadets.

9. Cadet Training: Ms. Faulkner will receive drill and military orientation and instruction with her company at all regularly scheduled sessions.

Ms. Faulkner will have a direct chain of command assigned to her. Contact in an official capacity with Ms. Faulkner will be limited to members of her direct chain of command. They alone

will have authority to provide her with instructions, to correct or discipline her, or to give her orders. No other cadets will be authorized to speak to Ms. Faulkner in any official capacity.

Ms. Faulkner's direct chain of command will provide her with drill and military orientation and instruction with her company at all regularly scheduled sessions. Ms. Faulkner's orientation, instruction, and discipline will be accomplished in accordance with the specific training and instructions provided to the cadets comprising her direct chain of command.

10. Discipline and Correction:

Ms. Faulkner will be required to observe all College Regulations. She will be corrected only by members of her direct chain of command. She will not be subjected to discipline or correction by the adversative method or be required to observe the Fourth Class System, except as provided in this contingency plan and its Exhibits.

11. Medical Care:

a. Ms. Faulkner may receive medical services as described in Paragraph 138, pp. 31-34, The Blue Book of Regulations for The South Carolina Corps of Cadets, 1992, the same as other cadets. Appropriate medical protocol and privacy for examination and/or treatment of Ms. Faulkner will be provided by personnel at The Citadel Infirmary for Ms. Faulkner.

b. Special medical and dental services must be obtained in accordance with Paragraph 138 of the Blue Book.

Infirmary personnel and The Citadel physician will assist in obtaining the services of a contract gynecologist as needed.

12. Conduct and Sexual Harassment:

Fraternization between Ms. Faulkner and upperclassmen (First, Second, and Third classmen) will be prohibited.

Sexual harassment is prohibited at The Citadel. This prohibition will continue to be enforced through The Citadel Disciplinary System and other pertinent regulations relating to civilian students, faculty and staff. (See Blue Book Disciplinary System Annex 1, Defendant's Trial Exhibit 256).

13. Medical Qualification and Physical Examination:

Applicants to the South Carolina Corps of Cadets must undergo a thorough medical examination. Acceptance is contingent upon the results of this test. Applicants must also be physically qualified for military training as determined by the college physician. (1994-1995 Bulletin of The Citadel, pp. 16-17). Ms. Faulkner has been provided with the appropriate medical forms, but she has declined to return them as required. Ms. Faulkner will not be admitted unless all required medical information has been provided and her medical eligibility for admission has been determined in accordance with the regulations of The Citadel.

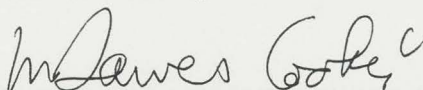
14. Other Orders, Directives, and Regulations; changes:

The Citadel reserves the right to issue orders and directives and to amend College Regulations as the administration and Board of

Visitors deem necessary, both generally and to accommodate Ms.
Faulkner.

Respectfully submitted,

THE CITADEL, ET AL.



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Exhibit 1
Faulkner 24-Hour Schedule

Basic Schedule:

0600	Wake-up Call.
0630	Report to Barracks.
0635	Move on line on gallery with other 4th classmen Inspection.
0640	First Call Breakfast.
0642	Steel. Move onto quad with other 4th classmen.
0643	Assembly.
0645	Reveille.
0650	March to Breakfast.
0655	Breakfast.
0705	Announcements and second rest.
0720	Report to barracks.
0725	Move on line with other 4th classmen.
0730	Assembly, formation and inspection.
0750	Class call.
0800-1150	Morning study period - classes. Room in MRI order.
1200	Report to barracks.
1205	First call - lunch formation.
1210	Assembly, inspection, march to lunch.
1220	Lunch.
1235	Announcements.
1240	Second rest.
1300-1500	Afternoon study period - classes. Room not required to be in MRI order.
1500-1600	PT/Military/leadership training.
1600-1750	Free time.
1750	Report to barracks. move on line with other 4th classmen.
1755	First call, Retreat.
1758	Assembly.
1800	Retreat, march to supper.
1810	Supper.
1825	Announcements.
1830	Second rest.
1830-1900	Company administrative time at Company commander's discretion.
1900	Call to quarters. Lasts until 0600 following morning. ESP begins.
2130	Tattoo.
2300	Taps. All in.
2400	ESP ends. Lights out.

Faulkner 24-hour schedule
(Tuesday - Thursday variations)

0800-1045	Morning study period - classes.
1050	Report to barracks. First call - drill.
1100	Assembly - drill.
1100-1150	Leadership training/drill/greater issues.
1300-1545	ASP - classes.
1600-1730	PT/Military training.

Faulkner 24-hour schedule
(Friday variations)

1300-1450	Afternoon study period - classes.
1515	Report to barracks. move on line with other 4th classmen.
1520	First call to parade.
1525	Assembly.
1545	Adjutant's call to parade.
1630-1730	PT
1730-2400	General leave if eligible.
2400	All in.

Faulkner 24-hour schedule
(Saturday and Sunday variations)

0815	Report to barracks. Move on line with other 4th classmen.
0820	First call - SMI.
0825	Assembly - SMI.
0830	SMI Inspection.
1200	SMI Inspection ends.
1200-2400	General leave if eligible and released from SMI re-inspection.
1205	Lunch - optional.
1300-1530	Re-inspection if required.
1400-1700	Tours and confinements.
1730-1830	Supper - optional.
1900-2200	Tours and confinements.
2400	All in.

Saturday - No SMI

0800-2400	General leave if eligible.
2400	All in.

Sunday

0830	Report to barracks.
0835	First call for Chapel.
0840	Chapel call - assembly.
0845	Steel - march to Chapel.
0900	Chapel begins.
1000-1800	General leave.
1000-1300	Brunch - optional.
1700-1750	Supper - optional.
1755	First call - Retreat.
1758	Assembly.
1800	Retreat. General leave ends.
1820	Chapel call.
1830	Chapel begins.
1900	Evening study period begins. All in.

CERTIFICATE OF SERVICE

I hereby certify that on this First day of June, 1995, copies of the foregoing DEFENDANTS' PROPOSED CONTINGENCY PLAN FOR ADMISSION OF SHANNON FAULKNER were mailed first class, postage prepaid, to:

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