3d Battalion, 3d Marines
Commanding Officer's Policy on Violence Prevention

In my commander's intent I state that we "take care of the mission and our people." I emphasize the importance of being loyal to our unit and each other, maintaining personal and engaged leadership at every echelon, and showing mutual respect, dignity, tactfulness, and teamwork. These elements of my commander's intent are the foundation for our efforts to prevent workplace violence. As a warfighting unit, preparation for the violence and chaos of combat will be part of our training and education. However, violence committed against other Marines or Sailors in this unit or any other will not be tolerated. We must identify those personnel who are at risk for conducting acts of violence and help put mechanisms in place to prevent these acts from occurring.

Reference: Marine Corps Order 5580.3 Violence Prevention Program

Definitions:

- Violence is defined as an intentional and unlawful act, threatened or actual, against oneself, another person, or against a group or community that either results in or has a high likelihood of resulting in injury, death, psychological, or physical harm.
- Workplace violence are behaviors and actions, including harassment, intimidation, non-verbal threats, verbal threats, verbal abuse, sexual assault, stalking, assault and homicide, occurring in or related to the workplace.

Violence of any kind threatened or committed against another Marine, Sailor, or family member will not be tolerated. Marines or Sailors who believe they are the victim of any act of violence should immediately notify their chain of command. Leaders who see or learn of acts of violence must ***ACT IMMEDIATELY*** to stop the act and ensure the safety and protection of the victim(s).

Prevention: As a part of violence prevention, leaders must constantly be aware of warning signs and indicators of potential violence. Another element of violence prevention will be our Force Preservation Council (FPC). The FPC will review this policy, identify at risk Marines and Sailors, and get them the help they need to avoid escalation to acts of violence.

I will support all efforts made by leaders in dealing with violent, harassing, intimidating, threatening, or other disruptive behavior in our battalion and will monitor whether this policy is being implemented effectively.

Leadership is the key to violence prevention. **Through leadership, commanders and leaders create a culture that discourages unlawful violence and encourages increased reporting of warning signs and indicators of potential violence.** To facilitate that goal, commanders shall ensure all leaders, supervisors, and personnel within their command are familiar with this statement and the Marine Corps Violence Prevention Program.

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