



## **3D BATTALION, 3D MARINES COMMANDER'S UNIT VIOLENCE PREVENTION POLICY**

As the Commanding Officer of 3d Battalion, 3d Marines, I am personally committed to ensuring a safe environment for our Marines, Sailors, and civilians. I task all leaders to be aware of warning signs/indicators and acts of harassment, intimidation, threats of violence, and other disruptive behavior. While this kind of conduct is not spreading widely throughout the Battalion, no unit is immune.

Harassment, intimidation, threats, violence, and other disruptive behavior in our workplace will not be tolerated; reports of any of these types of behaviors will be taken seriously and will be dealt with appropriately, including reporting to the Marine Corps Base Hawaii (MCBH) Provost Marshal's Office (PMO). Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

If any member of this Battalion makes a threat and or commits an act of intimidation or violence that is substantiated by an appropriate law enforcement agency, I will take the appropriate action using the full range of options at my disposal.

I need your cooperation to implement this policy effectively and to maintain a safe working environment. Do not ignore warning signs/indicators of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. If you observe or experience such behavior by anyone on the installation, whether he or she is a unit member or not, report it immediately to your chain-of-command, MCBH PMO or Naval Criminal Investigative Service's (NCIS). Battalion leadership who receive such reports shall seek advice from the 3d Battalion, 3d Marines Violence Prevention Officer (VPO) for follow-on inquiries and action.

Threats that require immediate law enforcement involvement, assaults and other suspected crimes, shall be reported immediately to MCBH PMO at 808-257-2123, or 911.

I will support all efforts made by the Battalion leadership in dealing with harassing, intimidating, threatening, violent or other disruptive behavior in our workplace. If you have any questions about this policy statement, please contact the 3d Battalion, 3d Marines VPO at 808-XXX-XXXX.

*S. J. Eastin*  
S. J. EASTIN

Lieutenant Colonel, U.S. Marine Corps  
Commanding Officer, 3d Battalion, 3d Marines