



COMMANDING GENERAL'S POLICY STATEMENT ON HAZING



We are the 3d Marine Division and our priorities are winning and warfighting. For us to be at our best we must protect those that make it happen: our Marines and Sailors.

Hazing will not be tolerated within the Caltrap Nation. Hazing is defined as any conduct whereby a military member or members, regardless of service, position, or rank, without proper authority, causes another member to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to perpetrate any such activity is also considered hazing. Hazing need not involve physical contact among or between military members alone. It can be verbal or psychological in nature. Actual or implied consent to acts of hazing does not eliminate culpability of the perpetrator. At its core, hazing creates an environment of fear and reprisal; it degrades teamwork, reduces combat readiness, and minimizes trust within organizations. Ultimately, it impairs our ability to fight and win.

Institutionally, we practice many time honored customs and traditions celebrating professional achievements. These events include hails and farewells, promotions, graduation ceremonies, mess nights, and other similar activities that enhance morale and esprit de corps. Unfortunately, some Marines have confused time honored customs and traditions with hazing. Examples include, but are not limited to, creating initiations or 'rites of passage', chevron pinning, blood striping, shaving, branding and tattooing. Other actions that may constitute hazing are incentive PT, physically or verbally demeaning another person, and assigning tasks that are not educational in value to correct deficiencies. Accordingly, extra military instruction (EMI) is not a disciplinary tool; it is a training tool, and leaders at every level are expected to supervise the conduct of EMI.

As leaders, we must be vigilant and ensure hazing does not happen on our watch. It is the responsibility of every Marine and Sailor to report any perceived acts of hazing immediately to their chain of command. Commanders will report and investigate all allegations to determine the facts. Anyone who hazes or seeks to retaliate against victims or witnesses of hazing will face appropriate disciplinary action.

For additional assistance or information, refer to MCO 1700.28B or the Division Inspector General's Office. For Discrimination and Sexual Harassment (DASH) reporting requirements, contact the Office of the Division Equal Opportunity Advisor at DSN 622-7654 or cell 090-6861-7715.

A handwritten signature in black ink, reading "Craig Q. Timberlake".

CRAIG Q. TIMBERLAKE
MAJOR GENERAL, U.S. MARINE CORPS
COMMANDING GENERAL, 3D MARINE DIVISION