



**12TH MARINE REGIMENT**  
**3D MARINE DIVISION**

Commanding Officer's  
**Hazing Policy Statement**



The purpose of this policy is to ensure all assigned or attached to this command are treated with dignity and respect.

The Marines and Sailors of 12th Marine Regiment are part of a proud legacy. Iwo Jima, Vietnam, and today our Regiment has responded to the nation's call at a moment's notice and successfully faced the adversity of combat, humanitarian assistance, and disaster relief. For our regiment to remain successful within the range of military options we must remain ready and we must have leaders that inspire and create a positive command climate of esprit de corps.

All members of the Regiment earned the title Marine or Sailor through recruit or officer training. There are no further requirements to bear these titles. All of us know that it is never acceptable to reward promotion or achievement, or accept new members of the Regiment with acts that degrade, humiliate, or abuse another individual. Hazing is a leadership issue and has no place in a disciplined and professional unit. I will not tolerate hazing. Hazing is not a tool to lead as anyone can haze but a great leader inspires through words and action.

Per Marine Corps Order 1700.28B, hazing is defined as any conduct whereby a military member or members, regardless of service or rank, cause another military member to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning or harmful. No one assigned to this regiment will engage in or consent to acts of hazing being committed upon them. No leader will allow, excuse, or overlook any incident of hazing. Consent to hazing is not a defense to violating this policy. Any violation, attempted violation, or solicitation of another to violate this policy may subject those involved to disciplinary action under the Uniformed Code of Military Justice. Whether a victim, witness, participant or simply suspect hazing may have occurred will immediately report via their chain of command and will not be subject to reprisal. All allegations of hazing will be thoroughly investigated. All hands must understand the intent of this letter, be aware of the process, and educated on the criminal nature of the problem.

Hazing erodes confidence and trust in each other and in our leaders, directly impacting unit cohesion and combat readiness. Each member of this Regiment will be welcomed, integrated, mentored, and developed through positive and professional leadership. Prevention is everyone's responsibility.

Semper Fidelis and Be Ready to Fight and Win Tonight.

Michael Roach  
Colonel, U.S. Marine Corps