



## 12TH MARINE REGIMENT 3D MARINE DIVISION

### Commanding Officer's Violence Prevention Policy Statement



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 a positive command climate with esprit de corps.

The shared trust that builds a team and fosters cohesion is critical to the regiment's combat readiness and combat effectiveness. Failing to ensure the safety of our Marines, Sailors, Civilians, and their families is a betrayal of this trust. We cannot expect our team to willingly make the sacrifices we routinely ask of them if we betray this fundamental trust. Leadership is the key to violence prevention. Leaders must develop an inclusive climate which demonstrates trust by actions and not only discourages unlawful violence, but also, encourages reporting of warning signs of potential violence.

Per Marine Corps Order 5580.3, violence prevention includes efforts to assess, investigate, mitigate, and respond to behaviors that may precede acts of harassment, intimidation, threats, violence, as well as behaviors consistent with radicalization and insider threats. In many situations, an act of violence is preceded by some form of behavior that signals the violence to come. Understanding this phenomenon affords us the opportunity to recognize those precipitating behaviors and implement preventive response course of action.

Harassment, intimidation, threats, violence, and other disruptive behavior in our workplace or off-duty will not be tolerated. Such behavior can include oral, written, or electronic statements, gestures, or expressions which communicate a direct or indirect threat of physical harm. Do not ignore warning signs or indicators; identifying these early and intervening can de-escalate the potential of a violent act. If you observe or experience such behavior by anyone associated with our 12th Marines family, whether he or she is a unit member or not, report it immediately and will not be subject to reprisal. All leaders who receive such reports shall report via their chain of command or to the Violence Prevention Officer for appropriate inquiry or action. Threats that require immediate law enforcement involvement will be reported immediately to the Provost Marshal's Office (PMO).

All allegations of violence 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. Everyone can identify violent crimes, but most of those cases start out as a more subtle, nuanced, and rationalized situation. We must be able to identify signs or symptoms within our command and culture that can fester into a violence before it happens. Prevention is everyone's responsibility.

Semper Fidelis and Be Ready to Fight and Win Tonight

Michael Roach  
Colonel, U.S. Marine Corps