



3D BATTALION, 12TH MARINE REGIMENT 3D MARINE DIVISION POLICY FOR COMBAT AND OPERATIONAL STRESS CONTROL

The Marine Corps Combat and Operational Stress Control (COSC) program is a prevention effort focused on achieving one end state: to develop fit Marines and Sailors by cultivating skills, knowledge, attitudes and tools to understand stress, its impacts and when and how to take action. The

COSC program helps us to sustain a combat ready and resilient force capable for any mission.

Stress is a natural part of life and manifests in each of us in different ways for different reasons. Experiences from combat deployments are not the sole cause of stress. Operational stress can result from any number of factors. Our sustained high operational tempo creates a measure of stress on each of us. Stress alone is not a bad thing. COSC recognizes a stress continuum and provides insight for our appropriate response to different levels of stress. Unhealthy levels of stress or unhealthy coping mechanisms can lead to stress related injuries or illness; moving us from fit and ready to distressed and depressed. As with everything we do, leadership awareness and early action can be the key determinant to keeping our Marines fit and ready.

The COSC Five Core Leader Functions below promote principles of wellness, prevention, early intervention, identification, reintegration and reduction of stigma. These principles are the foundation of a fit Marine.

Strengthen- Leaders use stress to strengthen Marines and Sailors by pushing them to their limits without injury. It is your responsibility as a leader to know yourself and your Marine's stress capacity and act accordingly.

Mitigate- Control what you can control. Many stressors can be avoided through planning, skill building and proper treatment. Leaders should promote positive coping mechanisms that empower better planning and decision making in order to lessen the effects of stress

Identify- It is critical for leaders to promptly identify and address signs of stress in their Marines and Sailors before issues escalate.

Treat- Treatment is about taking action, seek help early and often. It is a leader's responsibility to know the resources and to get yourself or a Marine to the proper care when needed.

Reintegrate- It is important to bring a Marine who has sought help back into the unit. This may require further mentorship and understanding of new limitations imposed by recovery. All efforts will be made to respectfully reintegrate a Marine or Sailor back to full duty.

It is my expectation that every Marine and Sailor will embrace and embody these principles and ensure the wellbeing of the service member standing to their right and left. Be aware of your situation and that of your fellow Marines and Sailors. Know the signs of stress and step up when you recognize those signs- then help those Marines and Sailors connect to the right resource. Whether in combat or garrison, it is critical that we engage as part of the solution to prevent, identify and treat Marines and Sailors at risk for stress injuries.



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