

3D BATTALION, 3D MARINES
COMMANDING OFFICER POLICY STATEMENT



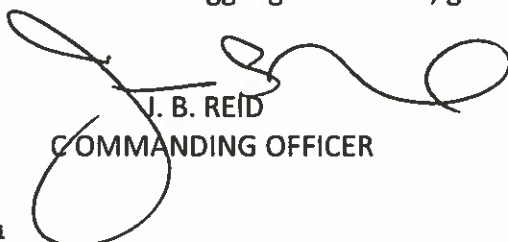
COMBAT AND OPERATIONAL STRESS CONTROL

INTENT: The 3d Battalion, 3d Marines Team will maximize force preservation and readiness through prevention, identification, and early intervention of combat and operational stress, whether deployed or in garrison. Through genuine, concerned leadership, we will maintain a climate where Marines and Sailors can seek assistance for stress without fear of stigma or reprisal.

Stress is a natural reaction to perceived or actual threats. In fact, in the short-term, a certain degree of stress is beneficial to performance as it stimulates the body's 'fight or flight' response. However, overwhelming acute stress or chronic stress with no relief causes a severe degradation in performance and physical, psychological, and emotional health. Understanding stress reactions and addressing stressors increases mission readiness, preserves the force, and promotes the long-term health of our Marines and Sailors. The Combat and Operation Stress Control (COSC) five Core Leader Functions form the foundation of the 3d Battalion, 3d Marines COSC program as follows:

1. **Strengthen.** Leaders will use all existing tools for training and developing Marines to strengthen them mentally, physical, spiritually, and socially against the negative effects of combat and operational stress.
2. **Mitigate.** Risk mitigation also applies to stress. Many stressors can be avoided through planning. The impact of these stressors can be reduced, giving Marines a greater reserve to address the stressors that cannot be avoided.
3. **Identify.** Promptly identifying and addressing signs of stress in your Marines before they escalate is critical for leaders.
4. **Treat.** Treatment is about taking action. It begins with self-care and peer support. This may range from addressing personal issues while manageable, talking to a Marine about an upcoming event to share lessons learned, or may lead to referring a Marine for further help.
5. **Reintegrate.** Regardless of a Marine's treatment level, they will be assisted during the process and will be received into the unit completely and respectfully upon return.

3d Battalion, 3d Marines has Operation Stress Control and Readiness (OSCAR) teams to assist Teammates to cope with stress; however, these teams cannot accomplish this task alone. Stress is inherent to our profession of arms; we will all be subject to it over the course of our operations. Look out for each other and if you recognize a teammate struggling with stress, get them the help they need.


J. B. REID
COMMANDING OFFICER


J. B. NOEL
SERGEANT MAJOR