

3D BATTALION, 3D MARINES
COMMANDING OFFICER POLICY STATEMENT



PROHIBITED ACTIVITIES AND CONDUCT

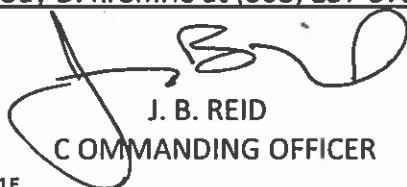
INTENT: The 3d Battalion, 3d Marines Team is a disciplined force. Our people are confident; they know the right thing to do, and they do it well at the right time and for the right reasons. This is accomplished through strict discipline, the exacting execution of orders resulting from an intelligent, willing obedience rather than one based solely upon fear. Discipline underpins cohesion. Whether officer or enlisted, everyone demands courteous treatment. Humiliating a teammate accomplishes no good; it can only arouse a desire for revenge, and, failing that, hatred for the unit that makes such occurrences possible.


The definitive strength of America's Battalion is the skill and will of our individual Marines and Sailors. Any successes attributed to Team "Trinity" are due to the superb talent of our teammates. These talents must be cultivated and hardened into disciplined habits by mature leaders, armed with unwavering character, proven competence, and genuine compassion to develop the confidence, cohesion, and credibility of the men and women in our battalion. Leadership through fear or coercion will not be tolerated in any form.

Prohibited activities and conduct is an issue for all Marines and Sailors. Everyone shall be treated with dignity and respect regardless of their race, color, national origin, religion, sex, and sexual orientation. All will be given equal opportunity to succeed and reach their maximum potential based solely on their performance as a professional and not on improper discriminatory measures or standards.

All Marines and Sailors will take proactive steps to prevent abuse, harassment, and discrimination before it occurs and will hold individuals accountable if/when it does take place. Leaders must ensure that Marines and Sailors across the battalion understand the negative consequences of discrimination to our unit cohesion and to our accomplishment of our mission. As the Commanding Officer, I will ensure every member of this unit is continually educated to sustain a climate where equal opportunity is prized and the procedures for processing prohibited activities and conduct complaints are conducted judiciously. I will promptly investigate complaints in a fair and unbiased manner. I expect anyone who encounters or observes prohibited activities and conduct activities to take immediate action to stop it and to correct the conditions that led to prohibited behavior. Those who do discriminate or tolerate discrimination shall be subject to disciplinary action under the Uniform Code of Military Justice (UCMJ).

If you believe you have been the subject of abuse, discrimination or sexual harassment, you may report it immediately to your chain of command through the Informal Resolution System via the 3d Battalion, 3d Marines Equal Opportunity (EO) Representative without fear of reprisal. The request mast process is the preferred method for making a formal complaint. The 3d Battalion, 3d Marines EO Representative is Gunnery Sergeant Kody D. Kromrie at (808) 257-5722 or (563) 581-5110.


J. B. REID
C OMMANDING OFFICER


J. B. NOEL
SERGEANT MAJOR