

3D BATTALION, 3D MARINES COMMANDING OFFICER POLICY STATEMENT



PROHIBITED ACTIVITIES AND CONDUCT

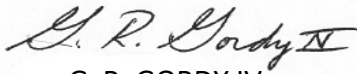
INTENT: The 3d Battalion, 3d Marines Team is a disciplined force. Our people are confident; they know the right thing to do, and they do it well at the right time and for the right reasons. We accomplish this through strict discipline, the exacting execution of orders resulting from an intelligent, willing obedience rather than one based solely upon fear. Discipline underpins cohesion. Whether officer or enlisted, everyone demands courteous treatment. Humiliating a teammate accomplishes nothing good; it rather arouses resentment, a desire for revenge, and 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. While we all serve in different capacities, we are all equal as volunteers sworn by oath to serve our nation's call. Any successes attributed to Team "Trinity" are due to the superb talent of our teammates. We must cultivate and harden these talents into disciplined habits by mature leaders, armed with unwavering character, proven competence, and genuine commitment 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 Command Team, we will ensure every member of this unit is continually educated to sustain a climate where we prize equal opportunity, and judiciously process prohibited activities and conduct complaints. We will promptly investigate complaints in a fair and unbiased manner. We expect anyone who encounters or observes prohibited activities and conduct to take immediate action to stop it and to correct the conditions that led to the prohibited behavior. Those who do discriminate or tolerate discrimination shall be subject to disciplinary action under the Uniform Code of Military Justice.

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 First Lieutenant Joseph G. Kucirek (808) 257-4157 or (402) 881-6557.


G. R. GORDY IV
COMMANDING OFFICER


J. J. CLIFTON
SERGEANT MAJOR