


3D BATTALION, 3D MARINES
COMMANDING OFFICER POLICY STATEMENT

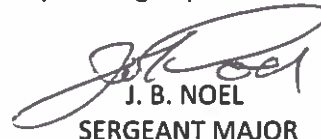


VIOLENCE PREVENTION

INTENT: The 3d Battalion, 3d Marines Team will protect our Teammates. Through disciplined adherence to our core values, and accountability for our actions, 3d Battalion, 3d Marines members of all ranks will actively maintain an environment where our cohesion is cherished and our people feel safe inside our friendly lines to focus on the critical tasks and accomplish our mission.

1. ALL Marines and Sailors across America's Battalion will promote a safe environment for our Teammates. This unit is committed to maintaining a work environment, climate, and culture free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. While this kind of conduct is not pervasive within our unit, no unit is immune; we must acknowledge indicators of this unacceptable behavior and ruthlessly enforce our core values to protect each other and foster cohesion to consistently reach the "standard of greatness" and win when called to fight tonight.
2. Even good units are affected by disruptive behavior at one time or another. Harassment, intimidation, threats, violence and other disruptive behavior will not be tolerated on our Team; reports of any of these types of behaviors will be taken seriously and will be dealt with appropriately including reporting to Provost Marshal's Office (PMO)/Marine Corps Police Department (MCPD). Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.
3. The first responsibility of any leader is to safeguard our Teammates. If a Marine or Sailor makes a threat and or commits an act of intimidation or violence that is substantiated by an appropriate law enforcement agency, I shall take appropriate action using the full range of options at my disposal to hold those responsible fully accountable and restore good order and discipline. Only when our Teammates feel safe inside our friendly lines will they willingly face outboard, even to their own peril, to fend off threats and danger in combat and ensure we accomplish our mission or impose our will on our adversaries.
4. I need your cooperation to implement this policy effectively and maintain a safe working environment. Do not ignore indicators of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. If you observe or experience such behavior by anyone across our Team or in adjacent units, report it immediately to a leader, PMO/MCPD or Naval Criminal Investigative Service's (NCIS) Threat Management Unit (TMU). Leaders who receive such reports shall seek advice from the 3d Battalion, 3d Marines Violence Prevention Officer (VPO), First Lieutenant Drew J. Sutherland at (808) 257-5162 or (603) 845-7810.
5. Threats that require immediate law enforcement involvement, assaults and other suspected crimes, shall be reported immediately to PMO/MCPD at 257-7114 or 911.
6. I will support all efforts made by leaders in dealing with harassing, intimidating, threatening, violent or other disruptive behavior in our workplace and will monitor whether this policy is being implemented effectively.


J. B. REID
COMMANDING OFFICER


J. B. NOEL
SERGEANT MAJOR