



## Commanding Officer, 4th Marine Regiment Camp Commander, Camp Schwab

### Commanding Officer's Policy on Violence Prevention

*"Leadership is the key to violence prevention. Through leadership, commanders and leaders create a culture that discourages unlawful violence and encourages increased reporting of warning signs/indicators of potential violence."*

- MARINE CORPS ORDER 5580.3 dtd 1 Dec 12

**SHANGHAI TEAM,** It is the policy of 4<sup>th</sup> Marine Regiment and Camp Schwab to promote a safe environment for its employees. We are committed to working with our Marines, Sailors, and civilians to maintain a work environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior.

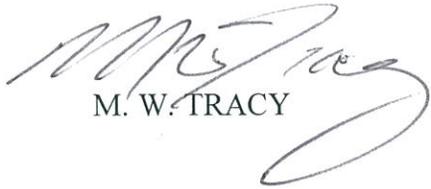
We are a warfighting profession that lawfully employs violence for the effective achievement of political goals. Inappropriate acts of violence is nothing more than thuggery and criminal behavior and has no place in our Corps or workplace. Each person in this command and base must solve their interpersonal differences through communication at all times.

Harassment, intimidation, threats, violence, and other disruptive behavior in our workplace will not be tolerated. Reports of any of these types of behavior will be taken seriously and dealt with vigorously. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

It is everyone's responsibility to remain vigilant and act when necessary. Do not ignore warning signs of potential violence or harassing, intimidating, violent, threatening or other behavior. If you observe or experience such behavior by anyone, report it immediately through the chain of command or directly to our Violence Prevention Officer (VPO) – Lieutenant Colonel Draa at 625-2601 in order to immediately investigate and take appropriate action.

Threats that require immediate law enforcement involvement, assaults, and other suspected crimes, must be immediately reported to PMO at 625-6623 or 911.

**BE READY TO STAND IN**

  
M. W. TRACY