

# Commanding Officer's DUI Policy



Our combat effectiveness depends on the battalion deploying with the trained personnel necessary to fight our organization. To lose one Marine or Sailor undermines our combat effectiveness and diminishes our combat power. Every 0811, 0844, 0861 serves a specific purpose within their section. Each administrator, analyst, mechanic, technician, specialist, and communicator is critical to the performance of their job as well as the security and functioning of the battalion's many moving parts.

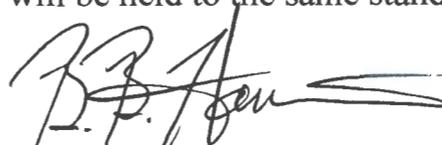
One of the greatest risks to the individual Marine and Sailor's potential, as well as the strength of the battalion is alcohol misuse or abuse. Alcohol is not evil and is not to blame. Poor decision making is to blame. Marines and Sailors, young and old, exercise poor judgment when they get behind the controls of a motor vehicle.

The decision to drive while intoxicated or impaired is selfish and reckless. It puts your life in danger, jeopardizes your potential, and needlessly risks our mission.

Plan to do the right thing. Stick to your plan. Employ a Designated Driver. Use your Arrive Alive Card. Call Uber or take a cab. Call your chain of command. I WILL COME AND RETURN YOU SAFELY TO THE BATTALION BEFORE I LET YOU GET BEHIND THE WHEEL AFTER DRINKING. I expect every leader to have the same mentality.

You are hereby ordered to drive sober and stop DUIs within our battalion.

Any Marine or Sailor cited for DUI on or off base will be charged with Article 92 of the Uniformed Code of Military Justice, "failure to obey an order or regulation," and face non-judicial punishment or court martial. Those who allow our Marines and Sailors to drive while intoxicated will be held to the same standard.

  
B. B. HARRISON

# Commanding Officer's Family Readiness Policy



**“People First, Mission Always.”** As leaders, we have the obligation to ensure that we take care of our Marines and Sailors. This includes the families and support networks that they rely upon to complete the demanding tasks and responsibilities in support of the battalion’s mission. Family readiness also applies to our single Marines and Sailors and their support networks.

As an expeditionary force in readiness, we need to remain the most ready when the nation is the least ready. This is only attainable if our families and support networks are as mission capable as our Marines and Sailors. There is no better way to keep faith with our Marines, Sailors and Families than to maintain a vibrant, effective, and fully-supported Family Readiness Program. Doing so will ensure our support networks remain intact and effective, maintain quality of life and enhance combat readiness by linking it directly to family readiness. My ultimate goal for this program is ready and resilient Marines, Sailors and Families able to respond to life, career and mission events. This resiliency coupled with the knowledge that their Families are ready and being cared for allows our Marines and Sailors to focus on the mission.

The four areas that will make our program effective are communication, readiness and deployment support, information and referral, and volunteer management.

The Main Effort in accomplishment of caring for our families is our Battery leadership. The Battalion Command Team will always seek to achieve unity of effort between the supporting efforts of the FRO, MFLC, Chaplain, Marine Corps Community Services, and other supporting organizations.

For additional support and information see the Battalion Family Readiness Officer, Mr. Donnie Comer, at (808) 257-3221 or email at [she|don.a.comer@usmc.mil](mailto:she|don.a.comer@usmc.mil).

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B. B. HARRISON

# Commanding Officer's Suicide Prevention Policy



Mission accomplishment remains our number one priority. The loss of any Marine or Sailor undermines our ability to accomplish our mission as a battalion.

We are in a people business. We succeed by the heroic and herculean efforts of our personnel. We invest in their development on a daily basis by teaching, training, coaching and mentoring. It is not enough for our Marines and Sailors to be tactically and technically proficient. We must be physically, mentally, morally, and spiritually strong to endure the horrific tasks that we will perform in the harshest of environments. We must be prepared to leave our families for extended periods of time on short notice. We must be prepared to do terrible acts to other humans in the defense of our Constitution. We must be prepared to lose friends, family members, and leaders in life and in combat. We must overcome these events and live life with whole minds and spirits.

Every Marine and Sailor in 1/12 is a leader. I charge each of you to step up as leaders in preventing our fellow Marines, Sailors, and family members from doing self-harm. Be vigilant; know your people, understand their flaws, and get them the help they need to succeed. Train them hard for what they will endure, and care for their development. Know yourselves, seek self-improvement, and ask for help when you are hurting.

Never try to handle life's problems on your own. Close ranks when one of our Marines or Sailors falls out to the rear. Seek help from the Chain-of-Command, Chaplain, MFLC, Medical Officer and OSCAR. **Our goal is to develop young men and women in service of our Nation and to return strong, smart, resilient citizens to America upon completion of a successful term of service.**

Suicide is a permanent solution to a temporary problem. Every one of us has a part to play in suicide prevention and mission success.

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# Commanding Officer's Safety Policy

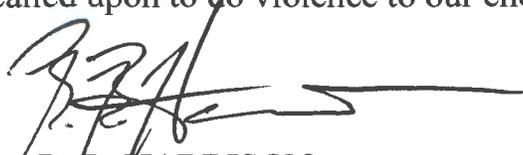


Our mission as Marines and Sailors is inherently dangerous. At all levels, we must ensure that we maintain a strict adherence to published standards and procedures. Failure to do so may result in serious bodily harm or death to our most valuable asset- the individual Marine or Sailor.

Force preservation is an integral part of our mission and must be considered in all actions that our Marines take whether on or off-duty. Our Officer and SNCO leaders must be actively engaged in the Risk Management (RM) process to ensure that we mitigate potential hazards while implementing the proper safety controls. Equally important, peers need to be actively engaged in safeguarding the welfare of those Marine and Sailors on their flanks and have the moral courage to challenge poor decisions and acts- EVERY Marine and Sailor has an obligation to report unsafe acts. EVERY Marine and Sailor has an obligation to correct unsafe situations. Be proactive regardless of rank or billet.

Our actions must be guided by the proper procedures set forth in the Joint Regimental Safety SOP, applicable technical manuals, and grounded in the tenets of RM and common sense. Safety will never be compromised in pursuit of mission accomplishment and leaders at all levels must ensure that our Marines and Sailors follow established safety procedures and make good life choices while on liberty in order to preserve the force. Safety aids us in preserving our combat power. The destruction of our people and material assets robs us of our strength and combat power.

Preserving combat power is everyone's responsibility and directly linked to the mission accomplishment and morale of the battalion. Preserve our vital resources so we will be combat effective when called upon to do violence to our enemies!

  
B. B. HARRISON

# Commanding Officer's Violence Prevention Policy



Our personnel are our most valuable resource and their protection is of paramount importance. Per MCO 5580.3, this program is designed to protect our Marines, Sailors, civilians, families, and visitors from any act of physical violence, physical or verbal threats, intimidation, harassment, or other inappropriate, disruptive behavior that causes fear for personal safety at or outside of the work site.

Violence prevention includes efforts to assess, investigate, mitigate and respond to behaviors that may precede acts of harassment, intimidation, threats, violence, as well as behaviors consistent with radicalization and insider threats. Harassment, intimidation, threats, violence and inappropriate behaviors will not be tolerated.

This program is anchored in awareness. First recognize; then report. If you see warning signs/indicators of potential violence, report them via the chain of command. If you see a crime or believe a crime to be imminent, notify law enforcement immediately. Early recognition of warning signs/indicators of potential violence is the key to preventing escalation to acts of violence.

Do not ignore warning signs/indicators of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. Every Marine, Sailor, and civilian has the absolute right to work and live in a safe environment and all members of this battalion are required to prevent unnecessary violence.

War requires that we aggressively pursue our enemy through violent acts so that we may enjoy peace. Maintain the warrior's mindset in preparation for battle. Be watchful, be ready to act, but never harm one another or those we protect. Do so and you've violated our ethos and special trust. Protect one another and protect our families from the wolves that would do them harm.

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# Commanding Officer's Substance Abuse Policy



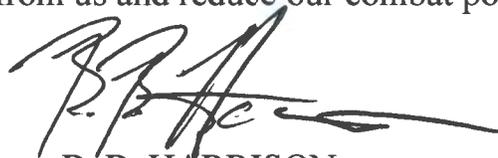
Per MCO 5300.17, alcohol abuse and the distribution, possession, use, trafficking or distribution of illegal drugs or drug paraphernalia is contrary to the effective performance of Marines and to the Marine Corps mission, and will not be tolerated.

Alcohol and drug offenses must and will be dealt with swiftly and effectively. The wrongful use, possession, manufacture, distribution, or introduction onto a military installation, vessel, vehicle, or aircraft used by or under the control of the armed forces by any person subject to this order, of a controlled substance analogue or a designer drug is prohibited.

Our substance abuse policy is proactive in nature and will focus on prevention. Educate your people. Provide healthy alternatives. Help them make good life decisions. Look for signs of abuse. Hold individuals accountable.

Even when our people have done wrong, we will support their recovery and make every attempt to make them whole again. We will provide referral services to those in need. The use of illegal drugs has an immediate detrimental effect on unit discipline and performance and all individuals that violate this order will be processed for administrative separation, but we will continue to support our personnel through referral services, transition assistance, and concerned leadership.

Leaders, ensure that you know your Marines and Sailors and prevent instances of substance abuse from occurring. Use of illicit drugs, misuse of prescribed pharmaceutical drugs, and excessive use of alcohol rob us of our strength. These habits take our Marines and Sailors from us and reduce our combat power.



B. B. HARRISON

# Commanding Officer's Equal Opportunity and Sexual Harassment Policy

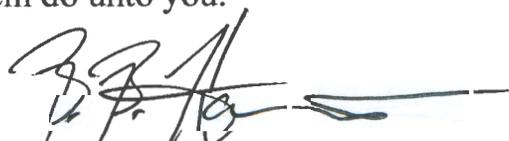


Every Marine and Sailor, regardless of rank, deserves to be treated with dignity and respect. Our warfighting readiness depends on the establishment of trust and confidence among all members of the battalion. Any type of discriminatory or degrading activity has an immediate and negative impact on individual and unit discipline, morale, and readiness and must be addressed immediately. All Marines and Sailors will treat others with the proper respect and fairness, without regard to race, color, religion, age, gender, sexual orientation or national origin.

I expect leaders at all levels to foster a climate of impartiality, to eliminate discriminatory practices and to ensure our Marines and Sailors understand that any sort of discrimination or sexual harassment will not be tolerated. Every member of this battalion will be judged impartially on their performance, which is solely based upon their competence and character. Those who violate this policy will be subject to the appropriate disciplinary or administrative action.

Any individual who believes he or she has been discriminated against or harassed has two methods for resolving an allegation through the chain of command. The Informal Resolution System (IRS) allows for quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. If the IRS does not resolve the inappropriate behavior, the formal method can be used via the chain of command.

Do unto others as you would have them do unto you.



B. B. HARRISON

# Commanding Officer's Hazing Policy



Per MCO 1700.28, hazing is defined as any conduct whereby a military member or members, regardless of Service or rank, without proper authority causes another military member or members, regardless of Service or rank, to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning/ or harmful. Soliciting or coercing another to perpetrate any such activity is also considered hazing. Hazing need not involve physical contact among or between military members; it can be verbal or psychological in nature. Actual or implied consent to acts of hazing does not eliminate culpability of the perpetrator.

There is absolutely no tolerance for hazing. No Marine or Sailor may engage in hazing or consent to acts of hazing being committed upon them. No one in a supervisory position may, by act, word, or omission, condone or ignore hazing if he or she knows or reasonably should have known that hazing may occur. The victim's consent to hazing is not a defense for violating this order.

The act of hazing degrades an individual's self-worth, is detrimental to good order and discipline and, if tolerated within the command, will erode our unit cohesion and ability to accomplish our mission. This is a leadership issue and falls squarely within our mandate to "take care of our own" regardless of rank. NCOs are the main effort in ensuring that we keep faith with our own.

I expect every member of this battalion who witnesses a hazing incident to take appropriate action to stop the activity and to immediately report it to your chain of command. All instances of hazing will be thoroughly investigated and appropriate disciplinary action will be taken against anyone who violates this policy.

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