



## COMMANDING OFFICER'S HAZING POLICY STATEMENT

As your Commanding Officer, I am firmly committed to an environment of mutual respect and dignity for every member of this command. I will accept nothing less.

Maltreatment in any form is counter to our Marine Corps ethos and in direct violation of Marine Corps Policy. Hazing is a form of maltreatment and will not be tolerated - in any form, whether explicit or implicit. No service member or civilian personnel attached to this command will engage in any form of hazing or consent to being hazed. Hazing is a leadership issue and therefore, 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 have occurred.

Hazing is defined as any conduct whereby one military member, or civilian, regardless of service or rank, causes another military member, or civilian, regardless of service or rank, to suffer or be exposed to an activity which is cruel, abusive, humiliating, or oppressive. Hazing includes, but is not limited to: any form of initiation or congratulatory act that involves physically striking another to inflict pain; piercing another's skin in any manner; verbally berating another; encouraging another to excessively consume alcohol, or encouraging another to engage in illegal, harmful, or demeaning acts. Soliciting or coercing another to participate in 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.

Leaders at all levels are responsible for creating an environment of mutual respect and for fostering a climate conducive to the reporting of hazing incidents. Additionally, anyone who experiences or witnesses hazing has a duty to report such acts promptly through their chain of command. Hazing, including incentive physical training, is PROHIBITED and those found in violation will be held accountable.

Semper Fidelis,

  
K. J. ESTES