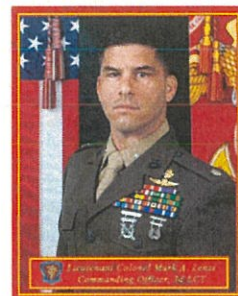


COMMANDING OFFICER  
3d Littoral Combat Team, 3d Marine Littoral  
Regiment



HAZING POLICY STATEMENT

Hazing is one of the most reprehensible actions a Marine or Sailor can conduct. It directly violates our core values, destroys trust, and drastically reduces combat readiness. It damages unit morale, which is the most important trait of an effective and combat ready battalion.

Hazing is abuse. It is perpetrated by those in positions of trust and seniority who violate the trust of those that they are supposed to train and protect. It can take the form of immature and degrading actions all the way to vicious and violent assaults. Any credible accusation of hazing will be investigated. This command will hold accountable anyone found to have committed a substantiated incident of hazing.

There is a large difference between tough training and hazing. To be clear: I expect the leadership of this command to constantly push their Marines and Sailors to the limit during training to reflect the savagery of combat. I also expect this training to be standards-based, nested in established standards, and part of the larger company training plans. No training outside of the normal company battle rhythm timelines of 0630 - 1800 daily or on non-training day weekends will occur without the approval of that unit's company commander.

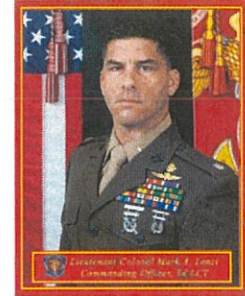
I have never observed a Marine infantry unit that thrived in violent combat attribute their battlefield success to hazing. Units with high unit morale, strong bonds of camaraderie, and high levels of toughness and resiliency possess leaders of character that inspire by their example, competence, proficiency, and kindness to their subordinates. I encourage all leaders to strive to be this type of leader and to protect those that trust them. Those that attempt to lead by fear and intimidation and resort to abusing their teammates will not be tolerated.

All personnel will familiarize themselves with Marine Corps Order 5354.1F. The command's equal opportunity representative is 1stLt Abigail Schlemmer and can be reached at (808)257-4213 or abigail.schlemmer@usmc.mil.

A handwritten signature in black ink that reads "M. A. Lenzi".

M. A. LENZI  
LTCOL, U.S. MARINE CORPS  
COMMANDING OFFICER

COMMANDING OFFICER  
3d Littoral Combat Team, 3d Marine  
Littoral Regiment



PROHIBITED ACTIVITIES AND CONDUCT (PAC)  
POLICY STATEMENT

The Marines and Sailors of this command are entitled to serve in a command climate that is free of bullying, hazing, harassment, assault, and other divisive, harmful and degrading acts. MCO 5354.1F, otherwise known as the PAC order, outlines these prohibited activities as well as means to educate, enforce and respond to violations.

In order to achieve high levels of lethality, prepare for combat and be successful in our assigned missions, the morale of this battalion is the most important focus of the unit's leadership. Violations of the PAC order are direct attacks on the morale of the unit and will not be tolerated. I require all hands, not just leadership, to support a climate of respect, discipline, fellowship, and camaraderie and relentlessly defend one another from prohibited activities and their damaging effects.

Anyone within the command can report a suspected violation of the PAC order to their chain of command, the battalion equal opportunity representative, or the 3d Marine Division Equal Opportunity Advisor. I will order an investigation into any credible allegation of a violation of the PAC order. I will ensure every credible allegation receives a full, thorough, fair, and impartial investigation. I will judge all allegations on their merits following an Equal Opportunity Program compliance review and a legal sufficiency review by the Division SJA. Lastly, I will hold accountable anyone whose conduct I substantiate as a violation of the PAC order.

High unit morale demands an environment free of violations of the PAC order. Nurturing a familial command climate is the responsibility of all hands.

All personnel will familiarize themselves with Marine Corps Order 5354.1F. The command's equal opportunity representative is 1stLt Abigail Schlemmer and can be reached at (808)257-4213 or abigail.schlemmer@usmc.mil.

A handwritten signature in black ink, appearing to read "M. A. Lenz".

M. A. LENZ  
LTCOL, U.S. MARINE CORPS  
COMMANDING OFFICER