



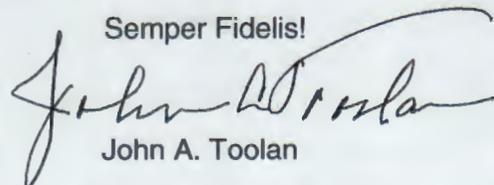
Commanding General I Marine Expeditionary Force Safety and Force Preservation, Prohibition of Hazing, and Equal Opportunity Policy Statement



We as I MEF Marines, Sailors, and Civilian Marines are a Band of Brothers. I encourage all of us – men and women, retired or active - to adopt the principles below as your own. As your Commanding General, I promise to do the same and set the example.

1. Everyone in I MEF is entitled to dignity and respect as an individual, but must abide by common standards established by proper authority.
2. All of us must avoid lying, cheating, or stealing.
3. All should contribute 100% of their abilities to the unit's mission. Any less by an individual passes the buck.
4. All I MEF units, regardless of size, are a disciplined family structure, with similar relationships based on mutual respect. We must never fail to come to the aid of others in times of need.
5. It is essential that issues and problems which tend to lessen a unit's effectiveness be addressed and resolved.
6. A blending of separate cultures, varying educational levels, and different social backgrounds is possible in an unselfish atmosphere.
7. Being the best requires common effort, hard work, and teamwork. Nothing worthwhile comes easy!
8. We all deserve job satisfaction, equal consideration, and recognition of our accomplishments.
9. Knowing those you work with enables you to learn to look at things through their eyes, as well as your own.
10. Issues detracting from the efficiency and sense of well-being of an individual should be surfaced and weighed against the impact on the unit as a whole.
11. It must be recognized that a brotherhood depends on all members belonging-being accepted by others within.

Semper Fidelis!



John A. Toolan

Safety and Force Preservation

I MEF Marines and Sailors need to train for and retain the agility, flexibility, and capability to decisively accomplish the mission for any contingency, which requires a high degree of readiness. Safety and Force Preservation are essential to readiness and must be adopted as fundamental components of both operations and leadership.

Leaders are responsible for taking care of those personnel under their charge. Engaged mentoring, training, and guidance are critical to eliminate the needless loss of life and injury. Leadership does not stop at the front gate when secured. We are all accountable for our own decisions and actions whether on or off duty, or while on liberty. Safety resides at each and every level of our MAGTF and the responsibility for risk mitigation is shared by all I MEF Marines and Sailors. All members of I MEF must strive to foster a command climate that promotes safety and preserves the war fighting assets and capabilities of this MEF. Robust monthly unit Force Preservation Councils (FPC's) are a key element to identify "at-risk" Marines and Sailors, and then to implement risk mitigation plans.

Hazing

MCO 1700.28B clearly defines hazing 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.

Hazing is contrary to our core values of Honor, Courage, and Commitment, and it is prejudicial to good order and discipline. It is imperative that commanders at all levels incorporate a standardized training program to increase awareness of hazing, and enforce training annually thereafter. All cases of hazing will be investigated and reported through the following channels: (1) voice report to Marine Corps Operation Center (MCOC), (2) OPREP-3 SIR message, and (3) Discrimination and Sexual Harassment (DASH) system through the respective Equal Opportunity Advisors (EOA's). Hazing is unlawful and prohibited and will not be tolerated! Any violation, or solicitation of another to violate MCO 1700.28B, and/or acts of reprisal against witnesses or victims may be subject to disciplinary actions under the Uniform Code of Military Justice (UCMJ).

Equal Opportunity

All Marines, Sailors, civilians, and attached service members assigned to I MEF are entitled to equal unbiased treatment and the opportunity to achieve their full potential based solely upon individual merit, fitness, and capability. The unique differences each brings to the fight such as race, religion, age, gender, color, and national origin, should be embraced, as they are what make this country great. Sexual harassment is a form of discrimination. The preferred method for filing a formal complaint is Request Mast. EO complaints will be handled promptly and professionally. Any member that takes reprisal action against a member bringing forward a complaint will be disciplined under the Uniform Code of Military Justice; likewise, anyone who knowingly makes false allegations of discrimination or sexual harassment will be subject to similar administrative and/or disciplinary action. MCO P5354.1D is the primary equal opportunity reference.

Assistance with equal opportunity matters is available through the Command Equal Opportunity Representatives, Equal Opportunity Counselors, and the I MEF Inspector General's office; additionally, the I MEF Equal Opportunity Advisor, Master Sergeant Michael Walker is always available to assist. MSgt Walker can be reached at 760-725-9167 or michael.j.walker2@usmc.mil. He is located in Camp Del Mar, 21 Area, building 210636 rm 110. To aid I MEF civilian employees, the Marine Corps Base Camp Pendleton Human Resources Equal Opportunity Specialist is located in the 22 area, building 2265 and can be reached at 760-725-3845 or DSN 365-3845.