Commanding Officer, Headquarters and Support Battalion
Hazing Statement

"Hazing is contrary to that which is most dear to Marines ... the ability to count on one another, to take care of one another, to be faithful to one another. Tradition in the Marine Corps has nothing whatsoever to do with hurting or humiliating each other. It has everything to do with Marines exhibiting mutual respect, a strength of character, and a willingness to sacrifice for one another. -- Gen. Charles C. Krulak

1. Hazing defined:

- Hazing is any conduct that causes others to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful.

- Hazing is defined in much greater detail in MCO 1700.28B, *Hazing*. Every member of this command is required to read and to comply with the *Marine Corps Hazing Policy*, Enclosure (1) of MCO 1700.28B (three pages).

2. Zero Tolerance: Hazing is unlawful, prohibited, and will not be tolerated. Marines of honor never treat others dishonorably by robbing them of their dignity. No member of this command shall engage in hazing or consent to being the subject of hazing. Hazing is always a symptom of leadership failure. No commander or individuals in supervisory positions shall, by act, word, deed, or omission, condone or ignore hazing if they know or reasonably should have known that hazing occurred. Leaders at every level shall ensure all events conducted within their organizations comply with Marine Corps hazing policy. Any violation, attempted violation, or solicitation of another to violate the Marine Corps hazing policy, subjects involved members to disciplinary action under the Uniform Code of Military Justice (UCMJ).

3. Prevention:

- We will proactively pursue a three-fold approach to combating hazing: 1) Engaged Leadership 2) Training and 3) Accountability:

-- **Engaged Leadership:** First and foremost, hazing is a leadership issue. Leaders at every level are charged with ensuring that all Marines are treated with dignity, care and respect. First-echelon leaders who are closest to the day-to-day actions of Marines, must remain ever vigilant for signs and instances of hazing and to intervene, report and address them immediately when they occur. Every Marine is a leader and has the responsibility to ensure that hazing does not occur in any form under any circumstance.

-- **Training:** We must "sustain the transformation" through continuous values-based training that reinforces our institutional expectations for moral and ethical behavior. Values-based training is most effective at the small unit level through "hip-pocket" PME sessions and coaching by first-echelon leaders who embody our Core Values. Good leaders know that values are "more caught than taught."

-- **Accountability:** All members of this command will be held accountable to live up to our Core Value of Honor – "The bedrock of our character. The quality that guides Marines to exemplify the ultimate in ethical and moral behavior… to respect human dignity; to have respect and concern for each other." (*Leading Marines*)

4. Reporting:

- Every member of this command is responsible to inform their chain of command of any violations or suspected violations to Marine Corps hazing policy. Allegations of hazing will be brought to my attention without delay or independent investigation. I will investigate hazing allegations in accordance with JAGINST 5800.7F (JAGMAN). Victims and witnesses of hazing will receive appropriate advocacy and protection from reprisals or re-victimization in accordance with MCO 5800.14, *Victim and Witness Assistance Program*.

Semper Fidelis,

Joseph A. Craft
Colonel, United States Marine Corps
Commanding Officer, Headquarters and Support Battalion