



COMMANDING OFFICER'S VIOLENCE PREVENTION POLICY STATEMENT

It is my responsibility and policy to promote a safe environment for all our Marines, Sailors, and civilian employees. Headquarters and Support Battalion, Marine Corps Installations Pacific-Marine Corps Base, Camp Smedley D. Butler is committed to working with its Marines, Sailors and civilian employees to maintain a work environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. While this kind of misconduct is not pervasive within our unit, no unit is immune.

Every organization may be affected by disruptive behavior at one time or another. Harassment, intimidation, threats, violence and other disruptive behavior in our workplace will not be tolerated; reports of any these types of behaviors will be taken seriously and will be dealt with appropriately including reporting to Provost Marshal's Office (PMO)/Marine Corps Police Department (MCPD). Such behavior can include oral or written statements, electronic bullying, gestures, or expressions that communicate a direct or indirect threat of physical harm.

If a Marine, Sailor or civilian employee makes a threat and/or commits an act of intimidation or violence that is substantiated by an appropriate law enforcement agency, I shall take appropriate action using the full range of options at my disposal.

I need your cooperation to implement this policy effectively and maintain a safe working environment. Do not ignore indications and warnings of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. If you observe or experience such behavior by anyone on the installation, whether he or she is a unit member or not, report it immediately to a leader, supervisor, manager, PMO/MCPD or Naval Criminal Investigative Service's (NCIS) Threat Management Unit (TMU). Leaders, supervisors, and managers who receive such reports shall seek advice from the Violence Prevention Officer (VPO) at 645-3821 regarding conducting an official inquiry into the situation and initiating appropriate action.

Threats that require immediate law enforcement involvement, assaults, and other suspected crimes, shall be reported immediately to PMO at 645-7441 or 911.

I will support all efforts made by leaders, supervisors, and managers in dealing with harassing, intimidating, threatening, violent, or other disruptive behavior in our workplace and will monitor whether this policy is being implemented effectively. If you have any questions about this policy statement, please contact the unit VPO, Major Allen Agra, at 645-3821 or contact me directly.

Semper Fidelis,


T. A. PECINA