



COMMANDING GENERAL'S POLICY STATEMENT ON VIOLENCE PREVENTION

In order to serve the Marine Corps and our Nation as the Strong Bow that shoots the III MEF arrow, and as a matter of fundamental respect and decency for our fellow service members and civilian co-workers, MCIPAC-MCBB must be absolutely committed to providing a safe workplace environment for all. Every member of this institution must be vigilant for warning signs and indicators that an individual may engage in harassment, intimidation, threats of violence, or other hostile behavior. Such actions will not be tolerated.

Workplace violence and intimidation is completely contrary to our core values of honor, courage, and commitment. Furthermore, it damages unit cohesion and can potentially lead to serious injury or loss of life. Violence prevention begins with evaluating warning signs and indicators of potential violence and alerting leaders to the problem. Whether physical, verbal, or written (in any medium, e.g. social media, email, text), any threat of physical harm will be immediately dealt with by the chain of command using all appropriate tools, up to and including the involvement of law enforcement. Engaged, proactive leadership is an essential tool for de-escalating interpersonal tensions and providing help to personnel struggling with violent tendencies, while keeping their co-workers safe.

Creating and maintaining a safe and working environment requires every member of MCIPAC-MCBB to be observant and attentive to hostile, threatening, or intimidating behavior which is disruptive in itself, and may be a prelude to worse acts of violence. If you observe or experience this type of behavior, whether from a member of MCIPAC-MCBB or not, report it immediately to your chain of command, the Provost Marshal Office (645-7441 or 098-970-1716), or Naval Criminal Investigative Service's Threat Management Unit (www.ncis.navy.mil). If violence is imminent or in progress, call 911.

Semper Fidelis,

A handwritten signature in black ink that reads 'William J. Bowers'.

WILLIAM J. BOWERS
BRIGADIER GENERAL, U.S. MARINE CORPS
COMMANDING GENERAL, MARINE CORPS INSTALLATIONS PACIFIC-MARINE
CORPS BASE CAMP BUTLER