

1st Reconnaissance Battalion

Commanding Officer's Policy Statement on Prohibited Activities and Conduct



As Commanding Officer of 1st Reconnaissance Battalion, I am fully committed to equal opportunity for all Marines, Sailors, and civilians of this Command. Our Battalion serves a vital role in support of our Nation and we take great pride in being able influence our nation's battles and priorities across the globe. This pride is visible in every Marine, Sailor, and civilian in this Battalion and because of this esprit, we established ourselves as a well-trained team of virtually every racial, cultural, ethnic, religious, and economic background. As such, we have performed admirably in peace and in conflict.

Discriminatory practices are counterproductive and will not be tolerated. Discrimination, real or perceived, has a negative impact on morale and degrades our Battalion's combat readiness. The standards of excellence set by the Battalion, Division, MEF, and the Marine Corps apply to every Marine, Sailor, and civilian assigned, without exception. I will investigate all allegations of discrimination rapidly and thoroughly, and personnel who discriminate against fellow Marines, Sailors, or civilians in any form will be dealt with appropriately. Neither discrimination nor discriminatory practices have a place in this Battalion.

I task the leadership of the Battalion to treat fairly, firmly, and with dignity the people in their charge. It is our responsibility to create a professional environment conducive to unit and personal achievement and success. Equal opportunity requires us to ensure opportunity and encouragement for the personal and professional advancement of our people without regard to race, color, religion, sex, sexual orientation, age, or national origin. However, equal opportunity does not guarantee equal success. Some will do more, achieve more, and find greater success. We must not inhibit the pursuit of excellence to create the illusion of equality, but rather we must continue to demand, facilitate, and reward excellence, so that it will serve as an example to all and will inspire all in the Command to superior achievement.

Let's foster a positive and professional climate in which we all can succeed. Many Americans across the country look to the Marine Corps with the utmost trust and confidence, and we must ensure that we give them nothing less than our absolute best. Semper Fidelis.

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D. J. Davis
Lieutenant Colonel, USMC
Commanding

1st Reconnaissance Battalion

Commanding Officer's Policy Statement on Hazing



Hazing is contrary to our core values of Honor, Courage, and Commitment and is prejudicial to good order and discipline. It is a willful and demeaning act that degrades victims' and witnesses' abilities to function effectively within their units. At its core, hazing creates an environment of fear and reprisal, destroying the teamwork, combat readiness, and the trust and confidence central to unit cohesion. Hazing is contrary to our ethos of "taking care of our own" and stains the virtuous conduct and soldierly repute earned by those who have served honorably since our units' inception. Those who commit acts of hazing violate our organizational character and damage our most precious asset: Marines and Sailors. Hazing is defined 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.

Many time-honored customs of the Marine Corps include events celebrating professional achievement and personal milestones. These events are varied and when properly organized, and supervised, these events serve to enhance morale, esprit de corps, and unit cohesiveness. Unfortunately, some Marines have confused hazing with proper military ceremonies and traditions, developing initiations or other "rites of passage" that they misguidedly believe promote loyalty or tradition.

Policy: Hazing is unlawful and prohibited and will not be tolerated. No member of 1st Reconnaissance Battalion shall engage in hazing or consent to being the subject of hazing. Individuals in supervisory positions shall not, by act, word, deed, or omission, condone or ignore hazing if they know or reasonably should have known that hazing occurred. It is everyone's responsibility to ensure that hazing does not occur in any form at any level. Any violation, attempted violation, or solicitation of another to violate this Order, may subject involved members to adverse administrative or disciplinary action under Article 92 of the Uniform Code of Military Justice (UCMJ). Take care of each other.

A handwritten signature in black ink, appearing to read "D. J. Davis". The signature is stylized and somewhat cursive.

D. J. Davis
Lieutenant Colonel, USMC
Commanding

1st Reconnaissance Battalion

Commanding Officer's Policy Statement on Safety

Every Marine, Sailor, and civilian within 1st Reconnaissance Battalion is critical to mission accomplishment. The loss of any one of us pays both an operational and emotional toll. Our mission is vital to protecting our nation's interests and requires demanding and sometimes dangerous training. As a result, it is incumbent upon each of us to remain safety vigilant and practice sound Risk Management (RM). **Never cut corners when it comes to RM.**



Safety is a leadership issue that requires responsible individuals to instill a safety-conscious attitude that enforces all rules and regulations. Small unit leaders will abide by the Marine Corps Safety Program and foster a safety conscious environment within their units.

The use of RM applies equally while off-duty. The loss of any personnel to a preventable accident is senseless. We cannot afford to lose anyone due to needless mishaps.

Common sense practices will be used, and unnecessary risk will be averted in all training programs, standing operating procedures and off-duty recreational events. Leaders will know their subordinates' on and off duty practices to ensure that sound risk management is applied by all.

It is the duty of all members of our Battalion to report unsafe working conditions or practices to the Battalion Safety Officer immediately. While training, all personnel are considered safety officers and will stop training without reprisal if they believe unsafe practices are used.

I am committed to ensuring the Battalion remains a safety conscious organization. I need and expect all personnel to embrace and enforce all requirements of the Marine Corps Safety Program. You are too valuable to be lost needlessly.

1st Reconnaissance Battalion Safety Officer: 1stLt Katerina M. Franco
Safety Officer Contact: katerina.franco@usmc.mil; (760) 763-5944

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Commanding Officer's Policy Statement on Substance Abuse

The Marine Corps maintains a "zero tolerance" policy on drug abuse. A drug free environment is essential to the operational readiness and mission accomplishment of the Battalion. Under no circumstance will we tolerate the possession, use, sale, or distribution of illegal drugs. Accordingly, any Marine or Sailor determined as having used or possessed illegal drugs will be expeditiously processed for administrative separation. Additionally, off base establishments known to be sources of supply for illegal drugs are declared off-limits to all Marines and Sailors. It is my intent to use every available means to prevent the use of illegal drugs under this Command, including rigorous and random testing, and educational programs designed to demonstrate the negative physical and mental impact of illegal drug use.



Alcohol abuse is contrary to the effective performance of Marines, Sailors, and civilians, and to our mission. We will not tolerate such irresponsible behavior from any Marine, Sailor, or civilian, regardless of rank or position. It is my intent to impede and discourage all efforts to impair the combat readiness and effectiveness of this unit, by overindulgence in alcohol, causing personnel to be rendered ineffective for training or combat. Activities that encourage personnel to abuse alcoholic beverages, or social functions where alcohol is the only beverage available, are prohibited. Proactive leadership and measures will prevent disciplinary or adverse administrative action.

Your team depends on you – continue to serve as a reliable teammate. We will not jeopardize any Marine, Sailor, or civilian's life or health due to irresponsible abuse of alcohol and drugs. Reluctance on the part of any leader to confront a Marine, Sailor, or civilian with a substance abuse problem is not only detrimental to the objectives of this unit, but constitutes a disservice to the individual, their family, and the United States Naval Service.

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Commanding Officer's Policy Statement on Sexual Assault

Sexual assault continues to be the most under reported violent crime in our society. Sexual assault is a crime that undermines the trust, good order and discipline within our formation, and it will not be tolerated.

Sexual assault is defined as intentional sexual contact, characterized by the use of force, physical threat of force, or abuse of authority; or when the victim does not or cannot consent. Sexual assault is not restricted to any gender, race, or age.

Marine Corps Order 1752.5C provides specific guidance and instructions for identifying, reporting, and addressing the issue of sexual assault.



Statistics indicate that majority of sexual assaults within our Corps do not involve outsiders, they involve Marines and Sailors attacking other Marines and Sailors. Sexual assault prevention takes many forms, Marines must demonstrate the moral courage to intervene when their instincts tell them that a situation is deteriorating and the potential for sexual assault emerges. The importance of bystander intervention cannot be understated, but prevention truly begins with the continued education of all hands, and the steadfast attention of leaders. Leaders at all levels shall familiarize themselves with the contents of MCO 1752.5C, ensure that they cultivate an environment of decency and respect, and continue to practice prevention-focused leadership.

Victims of sexual assault are to be treated with dignity, sensitivity, and respect. Victims will receive the treatment and support they require and deserve without having to make an official report. A victim's privacy is paramount, and care must be taken to ensure that the identity of a victim of sexual assault is released only to those with a need to know. Sexual assault victims, who have the courage to report, must feel confident their personal safety will be guarded and they will not be victimized again during treatment and investigative actions. Upon receipt of a report of sexual assault, Commanders are to conduct an immediate assessment to ensure that the victim is physically safe and is afforded prompt medical attention.

If you are a victim of sexual assault, you are not to blame. Victims of sexual assault have the following reporting options: **Restricted Reporting** allows victims to confidentially disclose an assault to specified individuals (i.e. SAPR VA, SARC, or healthcare personnel). As of 10 Nov 2021, **Expanded Eligibility to File Restricted Reports** allows victims to file a Restricted Report provided they did not personally report the sexual assault to law enforcement or did not previously elect to file Unrestricted Report. Another option, **Unrestricted Reporting**, is recommended for survivors of sexual assault who desire an official investigation and command notification in addition to healthcare and legal services.

For **SAPR Support**, please contact the unit **SAPR Victim Advocate**, or the **MCB Camp Pendleton 24/7 Sexual Assault Helpline** at (760) 500-1707 or the **DOD SAFE Helpline** at 1-877-995-5247 or www.safehelpline.org.

Eliminating incidences of sexual assault takes a dedicated community effort. I challenge each individual to accept responsibility for achieving this goal. Our Marines, Sailors, civilians, and family members deserve nothing less.

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Commanding Officer's Policy Statement on Suicide Prevention

1st Reconnaissance Battalion is a unit that must function as a team in order to succeed. No Marine or Sailor in the unit is alone in dealing with depression or suicidal thoughts. It is our shared responsibility to take that extra minute to “check-in” and see how our fellow servicemembers are coping with the challenges that each of us faces daily.



Suicide and the consequences and repercussions of suicide can devastate families, loved ones and a unit's camaraderie. The negative results of suicide extend far beyond the immediacy of a death by suicide. It is our responsibility to find and fix the problem before it manifests as a suicidal ideation or attempt. It is our responsibility to know the signs and symptoms of depression. It is our responsibility as leaders to vigilantly assess those around us and seek out the necessary resources and assistance to address the problem.

Every Marine and Sailor is a critical component in the 1st Reconnaissance Battalion team. Together we are unstoppable but individually we can be left vulnerable. Our approach to suicide prevention is not only to prevent suicide, but also to address and mitigate factors which could push a member of our team to that extreme. Psychological, emotional, and spiritual readiness are essential parts of combat readiness.

The Marines and Sailors of 1st Reconnaissance Battalion are encouraged to use the Military OneSource line, at 800-342-9647 as their primary resource, if they or another military member requires assistance or if counseling or support services could assist the individual or family. Another resource is the 24/7 Suicide and Crisis Hotline at 988. Another resource for emotional and spiritual resource is the 1st Reconnaissance Battalion Chaplain and Suicide Prevention Program Officer. It is the responsibility of every Marine and Sailor in this unit to know the resources available to help yourself or another – wellness starts with you. I urge all members of the Battalion to familiarize themselves with NAVMC 1720.1A which outlines critical elements and resources to support suicide prevention, intervention, and postvention efforts.

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Commanding Officer's Policy Statement on the Unit, Personal and Family Readiness Program



On behalf of all the Marines, Sailors, and the families of 1st Reconnaissance Battalion we are eager to welcome you to our family. It has been stated that Marines have three families: the family they are born into, the family they are married into, and the family they are sworn into. We, at 1st Reconnaissance Battalion, want to enhance the relationship with your third family.

The word family holds a special meaning that is significant and precious to each of us. The Marine Corps can survive without any one individual. However, our families cannot survive without us and we cannot survive without them. The support you provide to your Marines and Sailors only increases unit performance and morale. During rigorous training schedules and deployments, your steady and unwavering support have been key to this unit's success, and it has not gone unnoticed. Across the Battalion formation, our battalion family readiness and family team building efforts recognize how important you are, and we will focus our resources to meet your expectations.

Our vision is to create a responsive and active network for Marines/Sailors and family members that provide assistance and information to our families regarding our Marines and Sailors, and the Marine Corps lifestyle. Therefore, assistance and information shall be accessible and provided to every Marine or Sailor (regardless of marital status), spouse, child, and the designated parents/extended family members. The readiness of our Marines and Sailors is directly linked to how prepared and well informed their families become.

Our network will endeavor to prepare our families by providing the necessary tools to weather the challenges of being part of the Marine Corps family. Such tools are designed to assist our families in becoming more self-reliant while ensuring they are aware of all the additional services available. Family is important to us, and our Battalion family readiness and family team building network wants you to not only know that you are part of our family, but also to feel like you are a part of our family.

Our family readiness program is managed by Mr. Michael Miller. Mr. Miller is a special staff officer who works directly for me. He has the full support of the Family Readiness Command Team and the Marines and Sailors of the Battalion. If you have questions about family readiness or need assistance, please contact Mr. Miller at (760) 763-1099 or michael.k.miller1@usmc.mil.

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