



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3000 MARINE CORPS PENTAGON
WASHINGTON, DC 20350-3000

MCO 1700.28B
MPO
20 May 2013

MARINE CORPS ORDER 1700.28B

From: Commandant of the Marine Corps
To: Distribution List

Subj: HAZING

Ref: (a) JAGINST 5800.7F (JAGMAN)
(b) MCO 3504.2
(c) MCO P5354.1D w/Ch 1
(d) DODD 5505.06
(e) MCO 5370.8
(f) SECNAV M-5210.1
(g) MCO 5800.14
(h) SECNAVINST 1610.2A
(i) Leaders Guide to Managing Marines in Distress

Encl: (1) Marine Corps Hazing Policy

1. Situation. This Order promulgates policy prohibiting hazing, establishes enforcement guidelines, and identifies assistance to hazing victims and witnesses.

2. Cancellation. MCO 1700.28A.

3. Mission. Ensure hazing, in any form, does not occur in the Marine Corps.

4. Execution

a. Commander's Intent and Concept of Operations

(1) Commander's Intent

(a) Purpose. To prevent instances of hazing throughout the Marine Corps.

(b) Method. Commanders at all echelons will ensure all Marines understand that hazing violates our core values and impairs our ability to fight and win the nation's battles. Commanders will investigate and report all allegations of hazing and pursue appropriate action against substantiated allegations. Hazing prevention is an integral part of the command's climate and is a function of leadership. Commanders shall maximize use of all available Marine Corps resources to assist in this effort. These resources include, but are not limited to, Command Equal Opportunity Advisors (EOA), Staff Judge Advocates, Marine Corps Community Services' programs and resources, Mental Health Providers, Chaplains, Installation Medical Facilities, Public Affairs, Sexual Assault Response Coordinators, Unit Victim Advocates, Inspectors General, and Provost Marshalls.

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(c) End State. Commanders investigate all allegations of hazing and subject violators to appropriate action in order to promote deterrence and prevent future incidents of hazing.

(2) Concept of Operations. As directed in this Order, commanders will train and educate Marines on the Marine Corps hazing policy contained in the enclosure and the consequences of failing to uphold that policy.

b. Subordinate Element Missions. Comply with the policy and procedures contained in this Order and the enclosure to prohibit hazing in the Marine Corps.

(1) The Deputy Commandant for Manpower and Reserve Affairs (DC, M&RA) will exercise cognizance for the Marine Corps hazing policy.

(a) The Manpower Plans and Policies Division (MP) will develop and maintain the Inspector General (IG) Checklist used to evaluate compliance with this Order.

(b) The Equal Opportunity and Diversity Management Branch (MPE), MP Div, will:

1. Serve as the central repository for all reported cases of hazing.

2. Analyze trend data, supervise case management, identify problem areas, and advise the DC, M&RA on recommended corrective and preventive actions on hazing matters.

3. Exercise overall responsibility for managing the Equal Opportunity and Human Relations Education (HRE) programs. In conjunction with appropriate staff agencies, formulate and manage mandatory HRE and training programs. Mandate such training for pre-commissioning programs, initial entry training, all levels of professional military education (PME), and general officers and Senior Executive Service members.

(c) The Manpower Military Policy Branch (MPO), MP Div, will manage the hazing policy and provide updates as required.

(2) The Commanding General, Marine Corps Combat Development Command will:

(a) Ensure instruction on the hazing policy is included during officer and enlisted entry level training.

(b) Include instruction on the hazing policy as part of leadership training in applicable PME courses and annual Commander's Course.

(c) Incorporate the hazing policy as an annual instruction requirement in the Marine Corps Troop Information Program.

(d) Develop a standardized training program to increase awareness of the contents of this Order and ensure its distribution throughout the Marine Corps.

(3) The Inspector General of the Marine Corps and all Commanding Generals will:

(a) Incorporate command compliance as an inspection item during IG inspections.

(b) Incorporate command compliance with the annual training requirements herein as an inspection item of the IG checklist and sample the awareness and understanding of this Order by all personnel throughout the command being inspected.

(4) Commanding Officers and Officers-in-Charge will:

(a) Ensure all personnel under their command know the contents of this Order.

(b) Provide appropriate training as part of the unit orientation and annual troop information programs to ensure all personnel are aware of the contents of this Order.

(c) Foster a command climate intolerant of hazing and proactive about reporting hazing incidents. Be aware of hazing report sensitivity and handling as well as victim privacy.

(d) Investigate all hazing allegations in accordance with reference (a).

(e) Report all allegations of hazing in accordance with references (b) and (c), using the formats contained therein. The respective Commanding General's special staff EOA will coordinate with MPE and document the incident in the Discrimination and Sexual Harassment (DASH) database. In accordance with references (d) and (e), all complaints against General Officers and Senior Executive Service officials will be analyzed and investigated by the Marine Corps Inspector General.

(f) Follow established reporting timelines for all alleged incidents of hazing.

1. Submit a voice report to the Marine Corps Operation Center (MCOC) upon knowledge of any alleged hazing incident; voice reports must precede message reports.

2. Submit an OPREP-3 SIR message report to the MCOC within six hours of receiving information of any alleged hazing incident.

(g) Coordinate with the respective commanding general's EOA and submit the appropriate DASH report to MPE. DASH report submission is not dependent upon completion of any related preliminary inquiry.

1. Submit initial DASH reports within 72-hours of becoming aware of any alleged hazing incident. In those cases where the preliminary inquiry results in a determination of "unsubstantiated" within this 72-hour period, omit the initial DASH report and submit a final DASH report.

2. Submit continuation DASH reports within 72-hours of the convening authority substantiating the investigation results. Additionally, submit continuation DASH reports to provide updated legal and administrative actions (e.g., administrative action, nonjudicial punishment, referral of charges, or forwarding of charges) as those events occur.

3. Submit final DASH reports within 72-hours of final disposition (i.e., completion of all judicial or administrative action).

4. Maintain investigative records for two (2) years per reference (f); MPE will maintain and archive electronic DASH reports.

(h) Publish a command/unit policy statement on hazing addressing this Order's tenets. Prominently post the policy statement on all command/unit bulletin boards, in common areas, and in high traffic areas. Discuss the policy statement during leadership training.

c. Coordinating Instructions. Refer questions regarding the contents of this Order and immediate assistance requests to the appropriate contact listed below.

(1) Policy. Contact MPO at commercial telephone 703-784-9358 or DSN telephone 312-278-9358 for questions regarding the overall contents of this Order or the policies contained herein.

(2) DASH Reporting. Contact MPE at commercial telephone 703-784-9371 or DSN telephone 312-278-9371 for questions regarding DASH reporting requirements.

(3) DSTRESS Line. Contact the DSTRESS Line at commercial, toll-free telephone 1-877-476-7734 (DSTRESSLINE) for immediate assistance due to a specific hazing incident.

5. Administration and Logistics

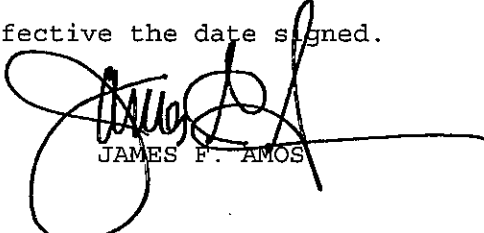
a. Submit recommendations for changes to this Order to CMC (MPO) via the chain of command.

b. Records created as a result of this Order shall be managed according to National Archives and Records Administration approved dispositions per reference (f) to ensure proper maintenance, use, accessibility and preservation, regardless of format or medium.

6. Command and Signal

a. Command. This Order is applicable to the Marine Corps Total Force.

b. Signal. This Order is effective the date signed.


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Marine Corps Hazing Policy

1. Background

a. 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 Corps' inception. Those who commit acts of hazing violate our institutional character and damage our most precious asset - Marines and Sailors.

b. Many time-honored customs of the Marine Corps include events celebrating professional achievements. Part of the Marine Corps' heritage, these events include hails and farewells, promotion and graduation ceremonies, mess nights, dinings in/out, and other similar activities. These events enhance morale, esprit de corps, pride, professionalism and unit cohesiveness. Unfortunately, some Marines have confused hazing with proper military ceremonies and traditions, developing initiations or "rites of passage" that they misguidedly believe promote loyalty or tradition. The chain of command shall strictly scrutinize and supervise traditional or customary activities to ensure that all participants are treated with dignity and respect.

2. Definition

a. Hazing, as defined by reference (h), is 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. Actual or implied consent to acts of hazing does not eliminate culpability of the perpetrator.

b. Although hazing can occur during unauthorized initiations, "congratulatory acts," or "rites of passage," those types of events are not prerequisites for hazing. The following is a list of actions that may constitute hazing: physically striking another to inflict pain outside of a supervised training exercise; piercing another's skin in any manner (such as "pinning," "tacking on," or "blood wing(ing)"); verbally berating another for the sole purpose of belittling or humiliating; encouraging another to excessively consume alcohol or encouraging another to engage in illegal, harmful, demeaning, or dangerous acts; playing abusive or ridiculous tricks; threatening or offering violence or bodily harm to another; branding; taping; tattooing; shaving; greasing; painting; requiring excessive physical exercise beyond what is required to meet standards; or the forced consumption of food, alcohol, drugs, or any other substance.

c. Hazing does not include command-authorized or operational activities; the requisite training to prepare for such missions or operations; verbal counseling addressing performance or conduct deficiencies; administrative corrective measures; properly administered Extra Military Instruction (EMI)

(see subparagraph 2e and 2f below); athletic events; command authorized physical training; authorized incentive training permitted exclusively at the Marine Corps Recruit Depots; and other similar activities authorized by the chain of command.

d. Hazing is not limited to superior-subordinate relationships. Hazing could occur between peers or involve actions towards senior military personnel by those junior in rank or grade to them.

e. Properly administered EMI conducted in accordance with paragraph 0103 of reference (a) is not hazing; it provides a tool for small unit leaders to increase proficiency of the unit or individuals in assigned duties. Proper EMI requires the careful identification of a deficiency and the measured application of a logically related corrective measure. EMI is not a disciplinary tool, it is a training tool. As with all training, commanders and other leaders are expected to supervise the conduct of EMI. Conduct labeled "EMI" that is not executed in accordance with paragraph 0103 of reference (a) may constitute hazing.

f. Pursuant to paragraph 0103 of reference (a), EMI shall be conducted within the following limitations:

(1) EMI normally will not be conducted for more than 2 hours per day.

(2) EMI conducted outside normal working hours should be conducted either immediately before or after the member's workday. However, if the commanding officer (CO) or officer in charge (OIC) (as defined in section 0106(b) of reference (a)) determines military exigencies do not permit such an arrangement, they may direct EMI at a different reasonable time. Reserve component personnel on inactive duty training, however, may not be required to perform EMI outside normal periods of inactive duty training.

(3) EMI will not be conducted over a period that is longer than necessary to correct the performance deficiency for which it was assigned.

(4) EMI should not be conducted on the member's Sabbath.

(5) EMI will not be used for the purpose of depriving the member of normal liberty to which the member is otherwise entitled. A member who is otherwise entitled thereto may commence normal liberty upon completion of EMI.

(6) Authority to assign EMI that is to be performed during normal working hours is not limited to any particular grade or rate, but is an inherent part of that authority over their subordinates that is vested in officers and noncommissioned/petty officers in connection with duties and responsibilities assigned to them. This authority to assign EMI that is to be performed during normal working hours may be withdrawn by any superior if warranted.

(7) Authority to assign EMI to be performed after normal working hours is vested in the CO or OIC. Further delegation to officers and noncommissioned/petty officers is authorized as appropriate and in connection with duties and responsibilities assigned to them.

3. Policy

a. Hazing is unlawful and prohibited and will not be tolerated.

b. No Marine or Service member attached to a Marine command, including Marine detachments, shall engage in hazing or consent to being the subject of hazing.

c. 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.

d. It is every Marine's responsibility to ensure that hazing does not occur in any form at any level. Every Service member is responsible to make appropriate authorities aware of each violation of this policy.

e. Commanders or individuals in supervisory positions shall ensure that all events conducted within their organizations comply with this policy.

f. 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). This does not preclude charging those who have engaged in acts of hazing under other applicable Articles of the UCMJ to include, but not limited to, Article 80 (attempts), Article 81 (conspiracy), Article 92 (violation of a lawful general order), Article 93 (cruelty and maltreatment), Article 124 (maiming), Article 128 (assault), Article 133 (conduct unbecoming an officer and gentleman), and Article 134 (drunk and disorderly conduct, and/or solicitation). This Order is a punitive lawful general order. Actual or implied consent to acts of hazing are not a defense to violating this Order.

g. Reprisal actions against any victim(s) or witness(es) of hazing incidents are strictly prohibited.

4. Victim and Witness Assistance. The commanding officer must be informed immediately of any allegations of hazing. Anyone who feels he or she has been the subject of hazing and reports the allegations, or anyone whose command believes was the subject of hazing, will be considered to be a victim or witness as defined in reference (g). Commanding officers will conduct a preliminary investigation of every reported incident of hazing in accordance with reference (a). All personnel shall exercise extreme caution and sensitivity throughout the course of the investigation to minimize re-victimization. The investigation should also focus on the climate that fostered hazing with a view toward improving the environment and preventing further hazing incidents.

a. Commanders shall ensure that victims/witnesses receive victim/witness advocacy services in accordance with references (g) and (h). These services include, but are not limited to, legal assistance, medical assistance, and counseling as necessary.

b. Commanding officers should closely monitor Service members who are hazing victims or the subject of investigations for stress reactions. When appropriate, commanding officers shall intervene to mitigate stress reactions per reference (i). This reference is available online at <http://www.usmc-mccs.org/leadershipguide/>.