COMMANDING OFFICER'S
UNIT VIOLENCE PREVENTION POLICY STATEMENT

It is the Marine Corps Mountain Warfare Training Center's (MCMWTC) policy to promote a safe environment for its employees. The MCMWTC 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 conduct is not pervasive within our command, 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 of these types of behaviors will be taken seriously and will be dealt with appropriately including reporting to the Marine Corps Police Department (MCPD). Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

If any military member 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 his/her disposal.

We need your cooperation to implement this policy effectively and maintain a safe working environment. Do not ignore warning signs/indicators 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, 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 760-932-1438 regarding conducting an 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 MCPD at (760) 932-1496 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, Mr. Douglas Toskin, at (760) 932-1438.

S.D. LEONARD
Colonel, U.S. Marine Corps
Commanding Officer
Mountain Warfare Training Center