



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

IN REPLY REFER TO:  
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OLAC-2  
OCT 20 2011

The Honorable Judy Chu  
U.S. House of Representatives  
Washington, DC 20515

Dear Congresswoman Chu:

Thank you for the letter from you and your colleagues of September 7, 2011, concerning the education and training we provide our Marines and recruits regarding hazing and harassment. I take this matter very seriously. We do not tolerate hazing in the Marine Corps as it runs counter to our core values of Honor, Courage, and Commitment.

In 1997, the Commandant of the Marine Corps published Marine Corps policy prohibiting hazing and established regulations to enforce that policy. These regulations are still in effect and stipulate that hazing is strictly prohibited. No Marine or service member attached to a Marine command may engage in hazing or consent to acts of hazing being committed upon them. Any violation, attempted violation or solicitation of another to violate the governing regulations, subjects involved members to disciplinary action under the Uniform Code of Military Justice. Since 1997, we have experienced a cultural shift where once commonplace rituals are no longer tolerated and leaders at all levels realize that such acts erode morale, discipline, and combat readiness.

I have enclosed the answers to the 16 questions posed in your letter. We have also provided this response to Congressman Honda and Smith. I hope this information satisfactorily responds to your concerns and confirms to you and your colleagues that the Marine Corps remains proactive in preventing hazing throughout our Corps. As always, if I can be of any further assistance, please let me know.

Sincerely,

A handwritten signature in black ink, appearing to read "James F. Amos", written over a circular stamp or seal.

JAMES F. AMOS  
General, U.S. Marine Corps  
Commandant of the Marine Corps

**Congress of the United States**  
Washington, DC 20515

September 7, 2011

General James F. Amos  
Commandant of the United States Marine Corps  
3000 Pentagon Room 4E734  
Washington, DC 20350-3000

Dear General Amos:

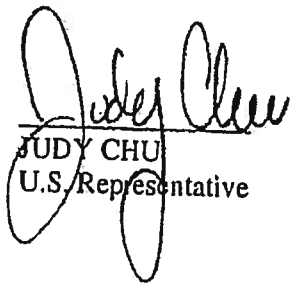
We would like to better understand the education and training process that are provided to Marines and recruits regarding hazing and harassment among the force. To that end, we would appreciate answers to the following questions.

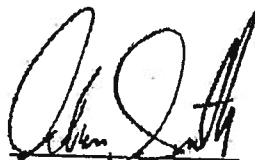
1. What is the U.S. Marine Corps (USMC) policy is on hazing? How has this policy evolved over time?
2. Do USMC regulations explicitly prohibit hazing? When were these regulations promulgated?
3. Are USMC hazing regulations punitive?
4. Do USMC regulations require anti-hazing and harassment training?
5. When do enlisted and officers of the Marine Corps receive this training throughout the course of their careers?
6. What anti-hazing training and other preventive measures does the USMC require?
7. How is compliance monitored?
8. How are education and training reinforced over their careers while an individual is in the Marine Corps?
9. How prevalent is the practice of hazing? Does the USMC maintain data on hazing incidents?
10. How does the Marine Corps document and substantiates the effectiveness of the hazing and harassment education and training that is provided?
11. Is there any evidence that these measures have changed the culture in the Marine Corps regarding hazing?
12. If a hazing incident occurs in a unit, what is the Marine Corps policy for handling that episode both with the individuals involved and with the unit as a whole?
13. What is the Marine Corps policy for handling units where there is a series of hazing incidents? How does this differ from units that have a single isolated case?
14. What are NCOs taught to do in hazing and harassment scases? What are the limits of lawful and appropriate "corrective training in such cases? When does corrective training become prohibited hazing? Does corrective training require approval of a commander? Who is allowed to impose corrective training and what are Marine NCOs taught about corrective training?
15. How are the education and training programs and policies are modified or adapted to meet changing requirements based on the effectiveness of the programs, and whether climate surveys are used to incorporate any necessary changes.
16. Finally, media reports indicated that the 2<sup>nd</sup> Battalion, 3<sup>rd</sup> Marines out of Marine Corps Base Hawaii had a series of hazing incidents within the battalion. How many incidents occurred within this battalion over the last two years? How did command address the hazing for the

individuals and the unit as a whole? What long-term strategy did the Marine Corps use to turn around a culture of hazing within the unit?

We appreciate your immediate attention to this request, and we look forward to hearing from you.

Sincerely,

  
JUDY CHU  
U.S. Representative

  
ADAM SMITH  
U.S. Representative

  
MIKE HONDA  
U.S. Representative

INFORMATION PAPER

Subject: CONGRESSIONAL INQUIRY REGARDING HAZING POLICY, EDUCATION, AND TRAINING OF MARINES AND RECRUITS WITHIN THE MARINE CORPS

The following is provided in response to the September 7, 2011 inquiry regarding the Marine Corps hazing and harassment policy. The Congressional questions and Marine Corps answers follow:

Question 1: *What is the U.S. Marine Corps (USMC) policy on hazing? How has this policy evolved over time?*

Answer 1: Marine Corps Order (MCO) 1700.28, in effect since 18 June 1997, explains Marine Corps Policy prohibiting hazing and establishes regulations to enforce that policy. Paragraph 4 of the order states: "4. Policy. Hazing is prohibited. No Marine, or service member attached to a Marine command, including Marine detachments, may engage in hazing or consent to acts of hazing being committed upon them. No one in a supervisory position may, by act, word, or omission, condone or ignore hazing if he or she knows or reasonably should have known that hazing may occur. Consent to hazing is not a defense to violating this Order. Any violation, attempted violation, or solicitation of another to violate this order, subjects involved members to disciplinary action under Article 92 of the Uniform Code of Military Justice (UCMJ). This Order does not prevent charging those who have engaged in acts of hazing under other applicable UCMJ articles to include, but not limited to Article 80 (attempts), Article 81 (conspiracy), Article 93 (cruelty and maltreatment), Article 124 (maiming), Article 128 (assault), Article 133 (conduct unbecoming an officer and gentleman) and Article 134 (indecent assault, drunk and disorderly conduct, and/or solicitation). This Order is a lawful general order and is effective immediately without further implementation." The policy for hazing has not changed since 1997 and is well in force.

Question 2: *Do USMC regulations explicitly prohibit hazing? When were these regulations promulgated?*

Answer 2: Yes, MCO 1700.28 explicitly prohibits any Marine, or service member attached to a Marine command, including Marine detachments, from engaging in hazing or consenting to acts of hazing being committed upon them. MCO 1700.28 was published on 18 June 1997.

Question 3: *Are USMC hazing regulations punitive?*

Answer 3: Yes, any violation, attempted violation, or solicitations of another to violate MCO 1700.28 subjects members involved to disciplinary action under Article 92 (Failure to obey a lawful general order) of the Uniform Code of Military Justice (UCMJ) and other UCMJ articles as they apply.

Question 4: Do USMC regulations require anti-hazing and harassment training?

Answer 4: Yes, Marine Corps policy requires all Marines to receive training on hazing regulations.

Question 5: When do enlisted and officers of the Marine Corps receive this training throughout the course of their career?

Answer 5: All Marines receive hazing policy training during entry level training for both officer and enlisted Marines. Hazing policy is included as part of leadership training in Professional Military Education Courses and the annual Commanders Course. Per the Marine Corps policy, all units are required to provide appropriate training as part of its unit's orientation (i.e., when a Marine joins a new unit) and annual Troop Information Programs to ensure Marines are explicitly aware of the Marine Corps hazing policy.

Question 6: What anti-hazing training and other preventive measures does the USMC require?

Answer 6: The Marine Corps requires that Marines are taught the hazing policy and prohibitions contained in the Marine Corps Order during unit orientation, Military Professional Education, and annual Troop Information Programs.

Question 7: How is compliance monitored?

Answer 7: Inspector General of the Marine Corps and Commanding Generals incorporate, as an inspection item, command compliance with the training required by the Marine Corps Order for hazing. This training is submitted via the unit's reporting system, into the Marine Corps Total Force Management System (MCTFMS) for tracking.

Question 8: How are education and training reinforced over their careers while an individual is in the Marine Corps?

Answer 8: All Marines are provided training on hazing as part of unit orientation, Military Professional Education, and annual Troop Information Programs. Those Marines selected for command also receive instructions concerning hazing during the Commander's Course.

Question 9: How prevalent is the practice of hazing? Does the USMC maintain data on hazing incidents?

Answer 9: The Marine Corps currently does not maintain a system of records that provides a centralized, comprehensive, and automated reporting specifically for hazing related offenses. We have a combination of records, some automated but the vast majority are not maintained by Headquarters U.S. Marine Corps. They are maintained by local units and commands. Incidents adjudicated at the court-martial level are recorded in the current version of the Marine Corps Case Management System (CMS), implemented by the Staff Judge Advocate to the Commandant of the Marine Corps in February 2010. CMS tracks the progress of court-martial cases at all Marine Corps bases and installations. CMS has the user, at the initial stages of a case, identify a case as hazing related which results in Headquarters Marine

Corps visibility of those court-martial cases specifically identified by the user as hazing related. Other automated systems report the number of Marines with non-judicial punishment (NJP) but do not categorize by offense. Additionally, administrative counseling, i.e., page 11 counseling, is recorded in each Marine's individual official record.

Question 10: *How does the Marine Corps document and substantiate the effectiveness of the hazing and harassment education and training that is provided?*

Answer 10: Hazing training in recruit training and Officers Candidate School is documented by class attendance rosters. Thereafter, hazing training is reinforced every year for all Marines, and reported by each unit using the training reporting system. The effectiveness of the education and training may be determined indirectly by reports of violations of the policy, which are handled either administratively through non-judicial punishment procedures or as a criminal violation of the UCMJ. Additionally, command climate surveys are an indicator of whether hazing is taking place in a command. These surveys are required within 90 days of a commander assuming command.

Question 11: *Is there any evidence that these measures have changed the culture in the Marine Corps regarding hazing?*

Answer 11: We no longer have a culture that endorses or turns a blind eye to (1) rite of passage hazing or (2) punishment-type hazing. Once common and accepted ritualistic practices such as blood winging, pinning of rank, and blood striping are no longer commonplace and are corrected through counseling and disciplinary action. Blood winging was the practice of pounding jump wings into the awardee's chest without the backing. Pinning of rank was the practice of pushing the sharp pins of the rank insignia into the promotee's collar. Blood striping was the practice of kneeling a newly promoted corporal in the side of the leg.

Question 12: *If a hazing incident occurs in a unit, what is the Marine Corps policy for handling that episode both with the individual involved and the unit as a whole?*

Answer 12: The commanding officer must be informed immediately of any allegation of hazing as every allegation of hazing must be investigated. Upon notification, a commander typically conducts a preliminary inquiry or command investigation in order to best ascertain the facts and circumstances, maintain objectivity, and receive guidance for action. Commanders also ensure appropriate assistance is available for any victim, potential victim, or witness of a hazing incident. In those cases where the allegations are substantiated, the Commander must determine how to address the violation. They may be dealt with administratively or through disciplinary proceedings. Although not covered by official Marine Corps policy, commanders conduct remedial training with their unit in the wake of hazing incidents.

Question 13: What is the Marine Corps policy for handling units where there is a series of hazing incidents? How does this differ from units that have a single isolated case?

Answer 13: Units typically receive reset training as outlined in questions 6 and 7. Additionally, commanders are to investigate and appropriately act upon all incidents of hazing as noted in answer 12. Commanding officers are also responsible for ensuring strict compliance with the policy and preventing further hazing incidents.

Question 14: What are NCOs taught to do in hazing and harassment cases? What are the limits of lawful and appropriate "corrective training in such cases?" When does corrective training become prohibited hazing? Does corrective training require approval of a commander? Who is allowed to impose corrective training and what are Marine NCOs taught about corrective training?

Question 14, Sub-question 1: What are NCOs taught to do in hazing and harassment cases?

Question 14, Sub-question 1 Answer: NCOs are taught to comply with and reinforce the Marine Corps policy on hazing. Marine NCOs are taught that any form of hazing will not be tolerated.

Question 14, Sub-question 2: What are the limits of lawful and appropriate "corrective training in such cases?"

Question 14, Sub-question 2 Answer: "Corrective training" is not a doctrinal Marine Corps term. However, NCOs are taught the specific definition of hazing. Hazing under the order is defined as "any conduct whereby one military member, regardless of service or rank, causes another military member, regardless of service or rank, to suffer or be exposed to an activity which is cruel, abusive, humiliating, or oppressive. Hazing includes, but is not limited to, any form of initiation or congratulatory act that involves physically striking another to inflict pain, piercing another's skin in any manner, verbally berating another, encouraging another to excessively consume alcohol, or encouraging another to engage in illegal, harmful, demeaning or dangerous acts. Soliciting or coercing another to participate in 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. Hazing does not include mission or operational activities; the requisite training to prepare for such missions or operations; administrative corrective measures; extra military instruction as defined by JAGINST 5800.7E; or command authorized incentive training permitted at the Marine Corps Recruit Depots."

Question 14, Sub-question 3: When does corrective training become prohibited hazing?

Question 14, Sub-question 3 Answer: Hazing is defined in sub-question 2 above. As referenced in sub-question 2, corrective training is not a doctrinal term. Additionally "extra military instruction" (EMI) as defined in JAGINST 5800.7E falls outside of the punitive definition of hazing. JAGINST 5800.7E is a Navy instruction also known as the JAGMAN. The JAGMAN defines EMI as "instruction in a phase of military

duty in which an individual is deficient and is intended for and directed towards the correction of that deficiency. It is a bona fide training technique to be used for improving the efficiency of an individual within a command or unit through the correction of some deficiency in that individual's performance of duty. It may be assigned only if genuinely intended to accomplish that result, it is not to be used as a substitute for judicial (court-martial) action or non-judicial punishment (NJP) and must be logically related to the deficiency in performance for which it was assigned." EMI is confined to 2 hours per day, reasonable time outside working hours, a period that is no longer than necessary to correct the performance deficiency for which it was assigned, and respects religious considerations. EMI is also not authorized for the purpose of depriving the member of liberty. Assigning EMI 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 officers in connection with the duties and responsibilities assigned to them. After normal working hours, the authority lies with the commanding officer or officer in charge. When EMI is "cruel, abusive, humiliating, or oppressive," it is hazing.

Question 14, Sub-question 4: *Does corrective training require approval of a commander?*

Question 14, Sub-question 4 Answer: Only commanding officers and officers in charge are authorized and expected to use administrative corrective measures to further the efficiency of their commands or units. These measures are not to be imposed as punishment for any military offense(s). They may be administered either orally or in writing. They generally fall into three areas: extra military instruction, administrative withholding of privileges, and nonpunitive censure.

Question 14, Sub-question 5: *Who is allowed to impose corrective training and what are Marine NCOs taught about corrective training?*

Question 14, Sub-question 5 Answer: Marine NCOs are taught the definition of hazing and their responsibilities to reinforce the Marine Corps policy on hazing. NCOs are then held accountable for their actions. NCOs may supervise extra military instruction imposed by commanders and must comply with the hazing order. Since the term "corrective training" is not a doctrinal term, there is no formal training. NCOs are taught to seek guidance and assistance from their chain of command on matters beyond their scope of authority.

Question 15: *How are the education and training programs and policies modified or adapted to meet changing requirements based on the effectiveness of the programs, and whether climate surveys are used to incorporate any necessary changes?*

Answer 15: The Marine Corps common individual training programs are updated routinely by the Marine Corps Training and Education Command. If there is a necessity to update training related to hazing policy immediately, there are procedures to do so. Once a change in the Marine Corps Common Skills Manuals is made, the Operating Forces must comply immediately. Changes in formal school curricula must be effective within 120 days. In the Marine Corps commanders are required



to conduct climate surveys within 90 days of assumption of command. Survey results are used by commanders to initiate proactive troop information strategies to eliminate potential hazing in their command.

Question 16: Finally, media reports indicated that the 2nd Battalion, 3d Marines out of Marine Corps Base Hawaii had a series of hazing incidents within the battalion. How many incidents occurred within this battalion over the last two years? How did the command address the hazing for the individuals and unit as a whole? What long term strategy did the Marine Corps use to turn around the culture of hazing within the unit?

Question 16, Sub-question 1: How many [hazing] incidents occurred within the battalion over the last two years?

Question 16, Sub-question 1 Answer: There have been a total of six hazing incidents in 2nd Battalion, 3d Marine Regiment since January 2010.

Question 16, Sub-question 2: How did the command address the hazing for the individuals and the unit as a whole?

Question 16, Sub-question 2 Answer: All Marines that were identified to have hazed Marines were subject to non-judicial punishment (NJP) proceedings or referred to courts-martial. The personnel that were identified to have physically assaulted a Marine were either administratively separated from the Marine Corps or were refused re-enlistment, ultimately ending their Marine Corps career. Additionally, in order to end the culture of hazing that had developed among several malignant cliques within the unit, the command re-assigned nearly one third of the battalion's personnel to different companies, effectively "reshuffling the deck" to reestablish effective norms of behavior under new leadership.

Question 16, Sub-question 3: What long term strategy did the Marine Corps use to turn around the culture of hazing within the unit?

Question 16, Sub-question 3 Answer: The Command itself addressed hazing at nearly every "all-hands" formation, including prior to every 96-hour liberty period, following every major field training exercise, and prior to pre-deployment leave. During these all-hands events, the Battalion Commanding Officer and Sergeant Major addressed hazing by not only emphasizing the Marine Corps policy, but also the negative impact hazing has on unit cohesion and combat effectiveness. Additionally, information concerning adjudicated hazing cases was published to ensure all hands understood the disciplinary ramifications of hazing, and that the cases were being handled appropriately.

In September 2010, the Commandant of the Marine Corps and the Sergeant Major of the Marine Corps addressed hazing to base Marines while aboard Marine Corps Base Hawaii. Hazing was also addressed by the (then) 3d Marine Division Commanding General during a visit just prior to the battalion's deployment to Afghanistan.

For 3d Marine Division as a whole, Brigadier General Padilla's written Commanding General's guidance clearly emphasizes the Marine Corps

policy on hazing: "When we operate effectively as a unit - we can accomplish virtually every task. To do this we must treat each other with dignity and respect. This includes ALL with whom we serve. Hazing or any form of maltreatment will not be tolerated."

In August 2011, 2nd Battalion, 3d Marine Regiment was subject to an Inspector General of the Marine Corps (IGMC) Review. One of the topics of focus for the IGMC was hazing. The review consisted of a written survey as well as small group discussions with primarily junior enlisted Marines, but also non-commissioned officers, staff non-commissioned officers and commissioned officers. In the out-brief to the command, the IGMC review team did not identify any systematic trends or an overall culture of hazing within the unit.