



Marine Unmanned Aerial Vehicle Squadron 3
(VMU-3)



Policy on Hazing

15 April 2016

- No Marine or Sailor joined the service to be hazed.
- Hazing includes actions that cause someone to suffer or be exposed to any activity which is **cruel, abusive, humiliating, oppressive, demeaning, or harmful.**
- The only right of passage Marines go through is recruit training or Officer Candidate's School to earn the title "Marine".
- Once you are on the team, you have proven yourself worthy of the title and do not need to prove yourself worthy again, ever, under any circumstances.
- All other forms of "initiation" are not acceptable and will not be tolerated.
- DO NOT** confuse hazing and discipline. Discipline is designed to punish an individual for a wrongful act and is administered or approved by the Commanding Officer.
- At no time will discipline ever be cruel, abusive, humiliating, oppressive, demeaning, or harmful.
- DO NOT** confuse hazing with training. Hazing serves no purpose, whereas training is designed to simulate the environment, challenges, and physical and mental demands of combat.
- A team that permits it's members to disrespect each other through senseless acts of hazing is dysfunctional and has little chance of success in garrison or combat.
- Hazing erodes trust in your peers and leaders and trust is vitally important for a team that deals in the harsh realities of combat.
- No one may consent to be hazed.
- Everyone in this unit has an obligation to intervene to stop acts of hazing and to report it to their chain of command.

I have **ZERO** tolerance for hazing and you should too!

Semper Fidelis,

LtCol Wayne Phelps
Commanding Officer
VMU-3