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From: Commanding Officer, NROTC Unit Oregon State University
To: All Hands

Subj: STAFF AND STUDENT STANDARDS OF CONDUCT

Encl: (1) Alcohol, Tobacco, and Illegal Substance Use and Abuse
(2) Sexual Misconduct and Sexual Harassment
(3) Fraternalization
(4) Diversity and Discrimination
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1. The mission of the Oregon State University (OSU) Naval Reserve Officers Training Corps (NROTC) program is to develop midshipmen **mentally, morally** and **physically** and to imbue them with the highest ideals of **duty**, and **loyalty**, and with the core values of **honor, courage** and **commitment** in order to commission college graduates as naval officers who possess a basic professional background, are motivated toward careers in the naval service, and have a potential for future development in mind and character so as to assume the highest responsibilities of command, citizenship and government.

2. The staff and students of the Beaver Battalion will relentlessly pursue excellence with **Pride, Professionalism** and **Purpose**, focusing on our mission of training junior officers to lead Sailors and Marines in the fleet. In this academic and training environment, there will be inherent differences in how staff members and students are treated with regard to privileges and responsibilities; nonetheless, every individual is expected to maintain the highest standards of conduct.

3. As an officer, non-commissioned officer, or midshipman, take **pride** in knowing that as protectors of freedom, security and prosperity of our nation, you will be held to a higher standard than your peers and fellow citizens. The importance of conducting yourself in a **professional** manner at all times, putting service before self, cannot be overstated. Your actions must be **purposeful** as you effectively manage risk, focus on the task at hand, do it right, and do it safely every time.

4. There are many qualities and skills that are essential to your ability to succeed as a leader. However, nothing is more important than your character and trust; these are core elements. An officer in the Naval Service does not lie, cheat, or steal nor tolerate those who do.

5. Each of you will be faced with challenges and temptations, and will have the choice to sacrifice your integrity for the sake of personal gain, convenience, or enjoyment. When no one is looking, you will need to make choices that will define your character and integrity. Do the right thing regardless of the consequences.

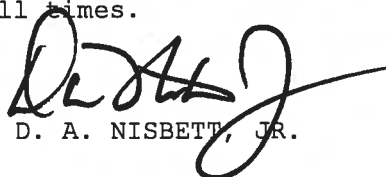
6. A total team effort is required by every member of the unit, as we train to and embody the core values of the U.S. Navy and Marine Corps.

a. Honor - a keen sense of ethical conduct, honesty, integrity, and responsibility. Honor and trust do not come and go. Once lost, they are very difficult to regain.

b. Courage - the willingness to meet the demands of your mission and your service without regard to personal consequences and to do what is right even in the face of personal or professional adversity.

c. Commitment - the quality of following through in meeting the needs of those you lead in every way, in always treating people with dignity and respect, and of working together as a team to improve the quality of our work, our people, and ourselves.

7. The enclosures to this memorandum confirm policies on topics of interest to all members of the OSU NROTC. These standards of conduct apply to all hands. The standards do not change simply because you are not in Corvallis, at OSU, or participating in a unit event. You must strive to be **professionals** and maintain the highest standards of conduct in this elite training organization to honorably represent the Navy and Marine Corps, at all times.



D. A. NISBETT, JR.

Alcohol, Tobacco, and Illegal Substance Use and Abuse

1. **Alcohol Policy.** The abuse of alcohol is the number one cause or contributing factor to misconduct in the Navy and Marine Corps. Whether it be poor academic performance, sexual assault, acts of violence, incidents of driving under the influence (DUI), or, potentially, the injury or death of the alcohol abuser or innocent victims. Practically every incident of misconduct that leads to a Performance Review Board (PRB) at the OSU NROTC unit has involved the abuse or illegal use of alcohol.

a. Navy and Marine Corps policy applies to all hands and alcohol abuse and the illegal use of alcohol (including but not limited to underage drinking, driving under the influence, and public drunkenness) will not be tolerated.

b. If underage, there is only one standard - the consumption of alcohol is illegal in the Navy and Marine Corps as well as in the state of Oregon and the city of Corvallis. If of age (21 and above), the decision to consume alcoholic beverages moderately and responsibly is left to the individual. I highly encourage socializing but a great time can be had without the abuse of alcohol. Those who choose to drink must do so responsibly, which includes being a good role model for those who are not of age. It is illegal and irresponsible to provide alcohol to those who are underage. Likewise, it is irresponsible to create an atmosphere where those who choose not to drink feel uncomfortable.

c. The use or abuse of alcohol is never an excuse for misconduct. The consequences of choosing to violate the law and/or this policy can be severe up to and including criminal and/or Uniform Code of Military Justice (UCMJ) prosecution, and disenrollment from the NROTC program. Other consequences include loss of scholarship and stipend funds, removal from leadership positions, and unit disciplinary actions. Ask yourself, "Are my actions worth the risk of losing my college funding or the opportunity to get my degree and having to pay back whatever has been spent by the government?" or "is it worth the chance of my getting out of control or people taking advantage of me?" Don't confuse socializing with alcohol abuse.

d. I will hold shipmates accountable for incidents that they should have prevented (e.g., underage drinking at a party at your house or a shipmate has an accident while driving drunk after leaving your home). A good guide to responsible drinking is 0-0-0-1-3. Zero drinks if underage, on duty, or when driving. No more than one alcoholic drink per hour. No more than three alcoholic drinks at a time.

2. **Drug Policy.** The Navy and Marine Corps have a ZERO tolerance policy for the use of illegal drugs. Under the UCMJ, it is illegal to ingest any substance in order to provide a "high". A battalion member found to have used drugs, including the abuse of prescription medications, inhalants, and synthetic substances (such as Spice), will be subject to a PRB and potential disenrollment on the first offense. The Navy and Marine Corps have an aggressive urinalysis program to test for illegal drugs and that program is in place at Oregon State for all Navy and Marine Corps personnel.

3. **Tobacco Policy.** The Oregon State University Campus is smoke-free. I expect all officers, non-commissioned officers, and midshipmen to honor this policy. Smokeless tobacco use is not permitted in the Naval Armory.

Sexual Assault, Misconduct, and Harassment

1. **Sexual Misconduct.** Sexual misconduct includes rape, sexual assault, aggravated sexual contact, and abusive sexual contact which are all defined in the Uniform Code of Military Justice (UCMJ). In the university environment, the UCMJ may not be applicable in all cases but these actions are crimes nonetheless. These criminal actions may be perpetrated against either male or female victims. In either case, the victim suffers the most personal form of violation and the impacts, both to the individual and the unit, can be devastating. Sexual assault will not be tolerated and we will not tolerate a command climate that tolerates any form of sexual misconduct.

a. Statistically, only 1 in 8 cases of sexual assault are reported. We must create an environment where victims are willing to report these assaults, both to ensure that the victim receives appropriate treatment and counseling and to ensure that perpetrators are held accountable.

b. Victims will be promptly referred to medical and counseling services and the confidentiality of their case shall be maintained. Only those with a need to know will be informed of sexual assault cases. Reporting will be assumed to be restricted until and unless the victim chooses to make an unrestricted report. An initial sexual assault report will be restricted until and unless the victim chooses to make an unrestricted report.

c. Legal jurisdiction for investigation and prosecution will depend upon the military affiliation and status of both the victim and the alleged perpetrator. If it is an unrestricted report involving an active duty victim, the appropriate authorities will be promptly notified.

d. In most cases, sexual assault can be prevented by intervention of a committed bystander. We are shipmates and I expect you to intervene to prevent any type of sexual assault or misconduct.

e. Over 90% of sexual assault incidents involve the abuse of alcohol or the use of illegal substances, either willingly by the victim or without the knowledge of the victim. The responsible and legal use of alcohol and avoiding the ingestion of illegal substances will prevent most incidents of sexual misconduct.

f. No sexual act is ever permissible without the mutual consent of both individuals and both individuals must be able to consent. **"No" means "No" and if at any time your partner indicates that he or she wishes to stop - STOP.** An intoxicated individual cannot consent. If your partner is under the influence, it is impossible for him or her to consent and if you commit a sexual act with your partner you may have committed rape or sexual assault.

2. **Sexual Harassment and Discrimination.** Sexual harassment and discrimination will not be tolerated and will be dealt with swiftly and firmly. Behavior which may not seem harassing or discriminating to you may be offensive to another. Do not tell off-color jokes; do not make comments or gestures that are in poor taste; do not continue to flirt if you have been told to stop; do not post or share potentially offensive publications, media, or photographs. Most incidents of sexual harassment are the result of a lack of awareness on the part of the offender. The Navy policy is clear in cases of sexual harassment. The first action is for the offended individual to communicate their discomfort to the offender. If that does not resolve the situation then it should be reported to the chain of command.

Fraternization

1. Fraternization. Fraternization is the term traditionally used to identify personal relationships that contravene the customary bounds of acceptable senior-subordinate relationships. Although it has been most commonly applied to officer-enlisted dating, fraternization also includes improper relationships and social interaction between officer members as well as between enlisted members.

a. Fraternization is a gender-neutral concept. It focuses on the detriment to good order and discipline resulting from the erosion of respect for authority inherent in an unduly familiar senior-subordinate relationship, not the gender of the members involved.

b. You cannot feel you have an equal opportunity for success if one of your peers is dating someone in your chain of command, has a business relationship with someone in your chain of command, or is best buddies with someone in your chain of command. By the same token you cannot expect to effectively lead if your subordinates view you as unduly familiar with one of their peers. However, participation on command sports teams and other command-approved events intended to build command morale and camaraderie is healthy, encouraged, and clearly appropriate.

c. Due to the peculiarities of living in a university setting, some clarification is in order. For example, it is common and acceptable to have roommates who are in the battalion. Since we periodically change battalion leadership, one cannot always predict whether they might be in the same chain of command as their roommate. Thus, being roommates does not constitute fraternization. However, eventually you will be in the chain of command of junior personnel and for that reason I consider it "unduly familiar" for upper classmen to be roommates with lower classmen.

d. The key to determining whether or not a relationship is improper is whether or not the relationship is detrimental to good order and discipline. If a relationship has a negative impact on the unit or other individuals in the unit then the relationship is improper and likely constitutes fraternization.

2. Dating within the NROTC Unit.

a. Unit staff members shall not date any Midshipman, MECEP, or Officer Candidate under any circumstance. It is clearly fraternization and a violation of the Uniformed Code of Military Justice.

b. I strongly recommend that unit students do not date one another. Most relationships end and it can be very uncomfortable to have to work with someone with whom you were previously in a relationship.

c. The Navy and Marine Corps take pride in taking care of each other like family. No other organization in the world takes as much concern in your success and personal well-being. As future officers you need to treat each other like brothers and sisters and you don't date your brother or sister. There are thousands of other available single men and women here at OSU - date them.

Diversity and Discrimination

1. **Diversity.** The Secretary of the Navy, Chief of Naval Operations (CNO), and Commandant of the Marine Corps have made the recruitment and retention of a diverse Navy and Marine Corps that reflect our diverse society a top priority.

a. CNO Policy Statement. Diversity has made our Nation and Navy stronger. To derive the most from that diversity, every individual, military or civilian, must be encouraged and enabled to reach his or her full potential. They must be inspired and empowered to attain the most senior levels of leadership. That empowerment today is unleashed by involved, thoughtful, proactive, and enlightened leaders. As leaders, we are all entrusted with the duty and responsibility to set and live the example by creating an environment where every individual's contribution is valued and respected. Future empowerment is cultivated by that same leadership and mentorship and an active commitment to attracting and recruiting the very best. We will foster an environment that respects the individual's worth based on his or her performance regardless of race, gender, or creed.

b. The key to recruiting and retaining this diverse force is to treat every person with dignity and respect and focus on their unique skills and ability to contribute while celebrating and learning from the cultural and societal differences between groups of people.

2. **Discrimination.**

a. Unlawful discrimination of any type shall not be tolerated and will be dealt with swiftly and firmly. Discrimination based upon race, gender, sexual orientation, creed, or color is unlawful and strikes at the very foundation of our value system which focuses on the quality of the character of the individual and recognizes their ability to contribute to the mission of the command.

b. Behavior which may not seem harassing or discriminatory to one may be taken as such by another. This is not uncommon in an organization that attracts future Sailors and Marines from all walks of life and with a wide array of cultural differences. Education and awareness are the key to overcoming these differences, resulting in a command climate that encourages each person to excel and contribute.

c. The first step in correcting potentially discriminatory or harassing behavior is for the subject of the improper behavior to confront the perpetrator and correct the behavior. If that does not correct the behavior then the chain of command and the Command Managed Equal Opportunity (CMEO) Officer shall be informed and will take action in accordance with Navy and university directives.

d. The Secretary of Defense updated Department of Defense policy regarding homosexual activity and military service, and Congress and the President have repealed the "Don't Ask Don't Tell" policy. Harassment or physical harm of a person declared to be, or even thought to be a homosexual will not be tolerated. A person's sexual orientation is a private matter and shall not be a factor in the treatment or status of any individual in this program.

Hazing

1. **Hazing.** Hazing is contrary to our core values of Honor, Courage and Commitment and adherence to core values by every member of the Navy and Marine Corps is central to the ability to meet our global mission. These values have served the sea services well during war and peacetime. They are our guiding principles for treating every Sailor and Marine with dignity and respect, and as a valued member of the Navy and Marine Corps team.

2. 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. 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 the culpability of the perpetrator.

3. Hazing can include, but is not limited to, the following: playing abusive or ridiculous tricks; threatening or offering violence or bodily harm to another; yelling; striking; branding; taping; tattooing; shaving; greasing; painting; requiring excessive physical exercise beyond what is required to meet standards; "pinning"; "tacking on"; "blood wings"; or forcing or requiring the consumption of food, alcohol, drugs, or any other substance.

4. Hazing does not include command-authorized or operational activities; the requisite training to prepare for such missions or operations; administrative corrective measures; extra military instruction; athletics events, command-authorized physical training, contests or competitions and other similar activities that are authorized by the chain of command.

5. Hazing degrades and diminishes the ability of victims to function within their unit. It destroys our members' confidence and trust in their shipmates and is destructive to unit cohesion and combat readiness. Every member of the Navy and Marine Corps must be afforded the opportunity to be a productive and contributing member free of hazing and its ill effects. Hazing is not part of our "time honored traditions" and it has no place in the modern Naval Services.

6. Hazing is not tolerated in the Navy or Marine Corps and it will not be tolerated here. If you are uncertain as to whether or not a certain action constitutes hazing, the fact that you are questioning it should in of itself be enough reason to cease that activity.

7. All acts of hazing or suspected hazing will be reported to the chain of command immediately. Failure to report acts or suspected acts of hazing will be considered tantamount to participating in an act of hazing.

8. All reported acts of hazing will be thoroughly investigated and, if substantiated, will result in referral for disciplinary action up to and including disenrollment and prosecution if appropriate.

Health and Safety

1. **Priority.** My number one priority is the safety, health, and well-being of every member of this unit - staff and student. As such, safety will be the foremost consideration in any unit activity or training event and while there is some level of inherent danger in many of our training events, such as physical fitness training and field exercises, the risks to safety and success must be mitigated in order to ensure both safety and success.

2. **Suicide Prevention.** Every year a small but significant number of university students as well as Sailors and Marines choose or attempt to end their lives through suicide. Too many are successful. It is the responsibility of each of us to do our utmost to recognize and prevent suicidal actions by our shipmates, classmates, family members or friends. Suicidal ideations should **always** be taken seriously. Remember the acronym **ACT**: Ask, Care, Treat. If you suspect that someone is considering suicide, do not shy away from the issue - ask them directly and take action, if warranted. Do not leave the individual alone; care for them until they have been seen by competent mental health professionals. You must remain with them until they have received initial treatment. If you suspect someone needs help report the issue to a staff member and use the university mental health resources, specifically the Counseling and Psychological Services Center (CAPS).

3. **Physical and Mental Health.** You cannot excel if you are not healthy, both physically and mentally. Furthermore, you endanger yourself if you participate in stressful activities when not healthy. At the beginning of the year you must certify, or recertify, that you are fit to participate in NROTC activities. If you become injured or ill, you are directed to seek medical attention and to inform your staff and student leadership. If you miss a unit activity due to medical reasons, you must submit an excuse with a treatment plan that will get you healthy for future participation.

4. **Physical Training (PT).** Physical fitness is an important aspect of officer training and all personnel will attend all activities unless excused. However, you will not participate in physical training unless medically cleared. If at any time, you experience unusual pain or discomfort during physical activity, stop and seek assistance. Watch your fellow participants for evidence of distress. Do not ignore warning signs and symptoms.

5. **Training Timeout.** A training timeout is a Navy/Marine Corps tool to stop training in case of distress and ensure that no one is endangered while participating in an event. While a training timeout is not common, it is wholly appropriate to prevent an injury or death due to over exertion or a medical condition. If you or a shipmate is in danger, call a training timeout.

6. **PT, AED and CPR Training.** Unit PT will always include uninvolved safety observers who have a communication method (cell phone or radio) and have CPR and AED training. The number and assignment of observers will depend upon the number of participants and type of activity but the bottom line is that we will be proactive in identifying and responding to injuries or illness during PT and we will get immediate assistance (CPR, AED and 911 response) when appropriate. All active duty personnel will be trained in CPR and AED use.

7. **Operational Risk Management.** Operational Risk Management (ORM) is the cornerstone of the Navy/Marine Corps safety program and will be applied to all activities with risk. The steps are simple - Identify Hazards, Assess the Risk, Make Good Risk Decisions, Implement Controls and Supervise. This must be our mindset to prevent needless injuries to include PT injuries due to darkness or bad weather.

Battalion Expectations

1. **Physical Readiness.** Both the Chief of Naval Operations and the Commandant of the Marine Corps have established directives requiring physical training at least three times per week. That requirement can be met through any combination of battalion athletic events or individual exercise programs. The gym in our building is open to all battalion members when it is not being used by staff members, but the locker room is for the staff. All staff shall comply with respective service physical readiness requirements. All students shall meet commissioning requirements at all times. Failure to do so will result in mandatory participation in designated unit physical training activities.

2. **Dress Code and Grooming Standards.** Appropriate civilian attire for staff and students shall be conservative and consistent with that expected of officers in "the Fleet," which does not include cut-offs, tank tops that are too revealing, homemade sleeveless shirts, shower shoes, or other "grungy" attire. Clothing shall not have inappropriate emblems or pictures such as anything depicting drugs or drug paraphernalia; off color messages with sexual innuendoes; or pictures or sayings that glamorize alcohol. Ragged clothing with holes/rips/frays is also inappropriate and trousers must fit properly. This dress code is a recommendation of how you should dress in public and when you attend class at this university where you now represent the officer corps.

3. **Participation in Battalion Activities.** As a member of the battalion, I expect you to participate in required activities. I include on the list of required events: The Fall and Spring Ball, the Joint Service Review, commissioning ceremonies, and the spring awards ceremony. If the Northwest Navy competition is held in Corvallis, I expect everyone to participate in some manner (to include competitor, coach, manager, timer, judge, or other contributing position). If a battalion activity conflicts with another event which you desire to participate in, the battalion event shall have priority unless excused by the Executive Officer.

4. **Priorities.**

a. For staff members, your number one priority is class preparation and teaching performance. Mentoring, proper counseling, and administrative requirements follow closely. Finally, as workload permits, I encourage all staff members to further their education while at this command.

b. For students, my guidance to you is to strive for balance in academics, aptitude and physical fitness. There is no question that academics are the single most important aspect of your performance. You cannot commission if you do not complete your degree and your service assignment in the Navy or Marine Corps will be affected by your grades. Your goal should be to graduate with honors. It is also important to remember academics are not everything. Were that so, we could take people straight from the graduation ceremony podium with diploma in hand, and "give" them a commission. Instead, we spend four years developing your leadership abilities and physical skills as part of you earning your commission as a junior officer. Your battalion duties contribute to your leadership growth. Your athletic activities contribute to your fitness and physical and emotional health. Stay focused, and never lose sight of the fact that each one of these areas is important in its own right.

5. **Have Fun.** Finally, have fun. The old adage is true, "if you aren't having fun you aren't doing it right." It will not always be fun but you should strive for it. A positive atmosphere produces quality results for both yourself and those you seek to lead. You are part of a great organization and are destined for a future of service and leadership in U.S. Navy or U. S. Marine Corps.