



1/24/2018

**Commanding Officer, NROTC Oregon State University**  
**Mission, Vision, and Guiding Principles**

- Encl: (1) Alcohol and Drug Abuse Policy  
(2) Equal Opportunity Policy  
(3) Sexual Misconduct Policy  
(4) Hazing and Bullying Prevention and Response Policy  
(5) Safety Policy  
(6) Suicide Prevention Policy  
(7) Fraternalization Policy

**Mission**

The Naval Reserve Officers Training Corps (NROTC) program was established to develop midshipmen mentally, morally, and physically and to imbue them with the highest ideals of duty, loyalty, and 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.

**Vision**

The Beaver Battalion develops smart, disciplined and physically fit warfighters proficient in basic naval officer skills and knowledge. We instill in our midshipmen and officer candidates the core values of honor, courage, and commitment, and the core attributes of integrity, accountability, initiative, and toughness. We support our families and veterans. We strive to be one of the most respected institutions on campus and in our community. We are *"The Best in the West and the Rest!"*

**Guiding Principles**

- **Character.** Be a positive example. Always do what is right, even when it's hard. Seek help when needed. Don't whine or make excuses. Treat others with dignity and respect. Foster a culture of teamwork and inclusion. Defend those who cannot defend themselves.
- **Competence.** Learn your job and do it with maximum effort and skill. Lead aggressively. Achieve and maintain high standards of performance and safety. Develop a questioning attitude. Accelerate your learning and be receptive to new ideas and ways of thinking. Achieve maximum physical fitness for resiliency and mission accomplishment.
- **Compete!** Do your best and don't quit. Do it for your unit and your Sailors and Marines. Get better every day. Make everyone around you better. Be your best in the most difficult moments. Americans trust that we will protect them from attack, advance our strategic interests, assure our allies and partners, deter aggression, and, when necessary, win decisively in combat!

W. E. SISSON



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**Commanding Officer, NROTC Oregon State University**  
**Alcohol and Drug Abuse Policy**

**Alcohol and drug abuse is incompatible with the Beaver Battalion's high standards of character and competence.** Alcohol and drug abuse is inconsistent with Navy Core Values, is a significant contributor to misconduct and destructive behaviors, and is a detriment to overall mission readiness. If you have a problem with alcohol or drugs, please ask for help. Those who violate this alcohol and drug abuse policy will be subject to disciplinary action and processing for separation or disenrollment.

**Our alcohol policy is "responsible use," defined as consuming an appropriate amount, in an appropriate place, at an appropriate time, by persons of legal age.** Adherence to this "responsible use" alcohol policy is straight forward: Be a good example by either drinking in moderation or abstaining. A good rule of thumb for responsible alcohol consumption is no more than one (1) drink per hour and three (3) drinks per event. Those who choose not to consume alcoholic beverages shall be supported in that decision. No underage drinking (or providing alcohol to minors). No public drunkenness. NEVER drink and drive. Have a plan: walk, utilize a designated driver, or request rideshare service.

**We have a ZERO tolerance policy for drug abuse.** Drug abuse is the wrongful use, possession, manufacture and/or distribution of a controlled substance. This includes illicit use of designer drugs (e.g., "Spice"), inhalants (huffing), anabolic steroids and excessive use (beyond what is normal, sufficient, or prescribed) of prescription or over-the-counter drugs. We are committed to rigorous random drug testing. Attempts to avoid or defeat urinalysis testing are prohibited.

We must ensure all battalion members understand and comply with this alcohol and drug abuse policy. Navy alcohol and drug abuse prevention resources are available at [www.public.navy.mil/bupers-npc/support/21st\\_Century\\_Sailor/nadap/Pages/default2.aspx](http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/nadap/Pages/default2.aspx).

Let us set the example for others to follow!

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**Commanding Officer, NROTC Oregon State University**  
**Equal Opportunity Policy**

The Beaver Battalion is committed to the fair and equitable treatment of all hands. **Every member is entitled to be treated with dignity and respect and to work in an environment free of harassment and unlawful discrimination.** We must foster an environment of teamwork and inclusion that allows every member to achieve their maximum potential. Individual merit, fitness, capability, conduct, and performance should be the only factors that affect personal and professional development.

**Harassment and unlawful discrimination against persons or groups based on race, color, religion, sex (including gender identity), national origin, or sexual orientation is prohibited.** This applies to, but is not limited to, recruitment, recruitment advertising, training, advancement and promotion, billet assignments, collateral duties, and all other aspects of unit operations. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Members of the Beaver Battalion who model the Navy core values do not engage in demeaning or negative behaviors nor condone these actions in others. Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or putdowns, offensive objects or pictures, and interference with job performance regardless of the means of communication (oral, written, e-mail, text messages, social media, etc.). Those who commit harassment or unlawful discrimination will be subject to adverse administrative or disciplinary action.

If you are subjected to harassment or unlawful discrimination, your first action should be to inform the alleged offender directly that the conduct is unwelcome and must stop. If the behavior does not stop, or you are unwilling to confront the alleged offender, you should report the harassment to leadership at the lowest appropriate level at an early stage to prevent its escalation. If not satisfied with the informal resolution system, contact the Command Managed Equal Opportunity (CMEO) officer to determine available resolution options. **Leadership will strive to create an inclusive climate in which persons feel free to raise concerns about harassment or unlawful discrimination and are confident that those concerns will be addressed.**

**Every Beaver Battalion member is entitled to be treated with dignity and respect. We must harness our diverse talents and perspectives in order to achieve our mission goals.**

*Beavers take care of Beavers!*

Additional guidance and resources are available at [www.public.navy.mil/bupers-npc/support/21st Century Sailor/equal opportunity/Pages/default.aspx](http://www.public.navy.mil/bupers-npc/support/21st%20Century%20Sailor/equal%20opportunity/Pages/default.aspx).

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**Commanding Officer, NROTC Oregon State University**  
**Sexual Misconduct Policy**

**The Beaver Battalion is committed to fostering a climate of respect, free from sexual misconduct.** Sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, non-consensual sexual activity, sexual exploitation, intimate partner violence, and stalking (including cyber-stalking) are considered sexual misconduct and are prohibited.

**All sexual activity must be based on consent.** Obtaining the consent of sexual partners is crucial to prevent sexual misconduct. Per Oregon State University policy, consent must be knowing, voluntary, with clear permission by word or action, to engage in mutually agreed upon sexual activity. One cannot consent if incapacitated by any drug or intoxicant or compelled by force, threat of force, or deception. Consent cannot be inferred from silence or lack of resistance. Past consent does not constitute present or future consent.

**To foster a climate of respect where sexual misconduct is not tolerated, we must promote responsible alcohol use, accept our shared responsibility as bystanders, and actively eradicate sexism and sexual harassment whenever encountered.** We will practice responsible alcohol use because intoxication is a pervasive factor in sexual misconduct. Bystander intervention is a key element of sexual misconduct prevention. It is the responsibility of every Beaver Battalion member to actively intervene in circumstances that may lead to sexual misconduct. In our command climate of dignity and respect, gender-focused jokes, sexual comments, and offensive images and actions are not appropriate and must be addressed.

Dependents or active duty victims of sexual misconduct, including midshipmen on summer training, will be advised of support services as well as their reporting options, per Department of the Navy (DoN) Sexual Assault Prevention and Response (SAPR) directives. All reports of sexual misconduct involving midshipmen not on summer training, will be handled by the unit staff's SAPR Program Manager, unit chain of command, NSTC SAPR Point of Contact (POC), and Naval Station Everett Sexual Assault Response Coordinator (SARC), working with the Oregon State University Office of Equal Opportunity and Access (EOA) under authority of the Title IX Coordinator (case dependent).

In all cases, **the Beaver Battalion is committed to ensuring victims of sexual misconduct are protected and provided support, advocacy, and care.** Victims are encouraged to seek assistance and make a restricted or unrestricted report, per individual desires. Regardless of the reporting option chosen, victims will have access to support services and will be protected from re-victimization and stigmatization. All unrestricted reports of sexual assault will be thoroughly investigated. Both the reporting party and the responding party will be treated with fairness and due process.

Sexual misconduct negatively impacts the life of victims and degrades mission readiness. Prevention is everyone's responsibility. Sexual misconduct resources and information are available at: <http://eoa.oregonstate.edu/resources-and-information-students> and [http://www.public.navy.mil/bupers-npc/support/21st\\_Century\\_Sailor/sapr/Pages/default2.aspx](http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/sapr/Pages/default2.aspx).

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**Commanding Officer, NROTC Oregon State University  
Hazing and Bullying Prevention and Response Policy**

**Hazing and bullying are inconsistent with the Beaver Battalion's high standards of character and competence.** Treating each other with dignity and respect is essential to the morale of our unit and the welfare of its members. There are many time-honored traditions in the Navy and Marine Corps, but hazing and bullying are not among them.

**Hazing involves so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm in order to achieve status or inclusion.** Hazing includes, but is not limited to, the following when performed without a proper military purpose: any form of congratulatory act that involves physically striking another person; pressing any object into another person's skin; oral or written berating of another for the purpose of belittling or humiliating; encouraging another to engage in illegal, harmful, demeaning or dangerous acts; playing abusive or malicious tricks; branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting; subjecting to excessive or abusive use of water; and the forced consumption of food, alcohol, drugs, or any other substance.

**Bullying, on the other hand, involves acts of aggression intended to single out certain individuals from their teammates or co-workers, or to exclude them from the unit.** Bullying may involve the singling out of an individual because he or she is considered different or weak. Bullying includes, but is not limited to, the following when performed without a proper military purpose: physically striking another in any manner or threatening to do the same; intimidating; teasing; taunting; oral or written berating of another for the purpose of belittling or humiliating; and degrading or damaging the person in his or her property or reputation.

**Hazing and bullying are unacceptable and are prohibited in all circumstances and environments, including off-duty or in "unofficial" unit functions and settings.** The prohibition on hazing and bullying extends to misconduct committed via electronic communications, including social media. Actual or implied consent to acts of hazing or bullying does not excuse the actions of the perpetrator.

**Hazing or bullying does not include properly directed command activities that serve a legitimate purpose.** Administrative corrective measures, extra military instruction, command-authorized training and physical conditioning, or other activities authorized by the chain of command do not constitute hazing or bullying, provided they do not involve personal attacks or degradation.

We must ensure all battalion members understand and comply with this policy. **The Commanding Officer shall be informed immediately of any allegation of hazing or bullying.** Allegations of hazing and bullying will be tracked and reported in accordance with applicable Navy and university directives. Persons who commit hazing or bullying will be subject to adverse administrative or disciplinary action, up to and including disenrollment and prosecution. Victims will be advised of their rights and offered legal advice, medical assistance, and counseling as needed.

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**Commanding Officer, NROTC Oregon State University**  
**Safety Policy**

**The safety and health of Beaver Battalion personnel is our utmost priority.** Nothing we do is worth hurting someone or damaging equipment. While we cannot reasonably eliminate all risk, we shall accept risks only when benefits outweigh costs. **Every member of the Beaver Battalion has a personal responsibility to effectively manage risks associated with their own activities, both on and off duty.**

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

**Physical Training (PT).** Physical fitness is an important aspect of officer training. All personnel will attend all assigned 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. Monitor your fellow teammates for evidence of distress. Do not ignore warning signs and symptoms.

**Training Timeout.** A training timeout is a Navy and Marine Corps tool to pause 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 teammate is at risk, call a training timeout.

**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 essential point is that we will be proactive in identifying and responding to injuries or illness during PT and we will provide immediate assistance (CPR, AED and 911 response) when appropriate. All active duty personnel will be trained in CPR and AED use.

**Operational Risk Management (ORM).** Risk management is applied by identifying potential hazards, assessing the risks associated with those hazards, controlling risks to acceptable levels consistent with the activity being performed, and providing supervision. Risk management shall be incorporated into the planning and execution of every training evolution and activity. Off duty, all hands must also exercise sound risk management principles. Additionally, we must ensure safe driving practices of government and personally operated vehicles.

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**Suicide Prevention Policy**

Suicide is the second leading cause of death among college students. All members of the Beaver Battalion are active participants in building resilience, recognizing risk factors and warning signs, and encouraging those in need to seek help. We are responsible for creating an environment that is not a barrier to seeking help. **Depression is treatable. Suicide is preventable. By knowing the signs and taking action, you can help save a life.**

Precipitating risk factors or events charged with feelings of helplessness and hopelessness can accumulate over time. Risk factors may include difficulty transitioning to college or the military, relationship issues, financial problems, career or personal setbacks, perceived rejection or isolation, severe or prolonged stress, health issues, alcohol or substance abuse, or a traumatic experience.

The most important warning signs are those behaviors that indicate hopelessness and a resolve to die. They include: signs of depression such as poor sleeping habits, withdrawal from friends and social activities, loss of interest in hobbies and personal appearance. Making overt suicidal statements and preparing for death by giving away prized possessions are, by far, the most developed suicidal signs.

**Simple ACTs of kindness may save a life.** Ask-Care-Treat (*ACT*) is our call-to-action when a teammate is having trouble navigating stress or may be at risk for suicide. All Beavers should be able to recognize the risk factors and warning signs that indicate a potential suicidal crisis, and should feel confident in their ability to *ACT*:

- **Ask** - Ask directly, "are you thinking of killing yourself?"
- **Care** - Listen without judgment. Show that you care.
- **Treat** - Get the individual immediate assistance by calling 541-737-7000 on campus or 911 off campus; or, escort him or her to:
  - Counseling and Psychological Services (CAPS) on the 5<sup>th</sup> floor of Snell Hall, during business hours;
  - Student Health Services in Plagman Hall, during business hours;
  - Good Samaritan Regional Medical Center Emergency Room (24/7), 3600 NW Samaritan Drive in Corvallis (or the nearest hospital).

Every Beaver is a valued member of the team. Suicide happens when pain exceeds resources for coping with pain. **You can survive suicidal feelings if you do either of two things: (1) find a way to reduce your pain, or (2) find a way to increase your coping resources. Both are possible.**

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Counseling and Psychological Services (CAPS): 541-737-2131 (888-232-7192, 24-hr toll-free)  
National Suicide Prevention Lifeline: 1-800-SUICIDE (1-800-784-2433)  
Military Crisis Hotline (800-273-8255, press 1)  
[www.public.navy.mil/bupers-npc/support/21st Century Sailor/suicide prevention/Pages/default.aspx](http://www.public.navy.mil/bupers-npc/support/21st%20Century%20Sailor/suicide%20prevention/Pages/default.aspx)



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**Fraternization Policy**

**Fraternization is the term used to identify personal relationships that are unduly familiar and do not respect the differences in rank and grade.** Fraternalization is prejudicial to good order and discipline and may bring discredit on the Naval service. Fraternalization includes, but is not limited to, improper officer-enlisted, instructor-student, and senior-subordinate relationships. It is a gender-neutral concept. Fraternalization is damaging due to the erosion of respect for authority inherent in an unduly familiar senior-subordinate relationship, not the gender of the members involved.

Examples of conduct that is unduly familiar include, but are not limited to, the following activities: developing or attempting to develop a personal, intimate, or sexual relationship; engaging in private business or financial relationships; any non-professional social relationship of a personal nature; and gambling or borrowing money. Participation on command sports teams, and other command-approved events intended to build camaraderie, is healthy and encouraged.

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 he or she might be in the same chain of command as his or her roommate. Thus, simply being roommates is generally not considered fraternalization. However, it is generally considered unduly familiar for upper classmen to be roommates with lower classmen.

Dating within the NROTC Unit. **Unit staff members shall not date any Midshipman, MECEP, or Officer Candidate under any circumstance.** This is clearly fraternalization and a violation of the Uniformed Code of Military Justice. **Additionally, a midshipman first class, second class, third class, or an officer candidate shall not have an unduly familiar relationship with a midshipman fourth class** (in the case of a preexisting relationship, the Commanding Officer must be notified); **all midshipmen are discouraged from dating one another, regardless of class.** Intimate relationships often end, and it can be difficult to work professionally with someone with whom you were previously in a relationship.

**The key to determining if a relationship is improper is whether 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 constitutes fraternalization.** Violation of this policy may subject members to administrative and disciplinary measures.

W. E. SISSON