



**DEPARTMENT OF THE NAVY**  
NAVAL RESERVE OFFICERS TRAINING CORPS UNIT  
OREGON STATE UNIVERSITY, NAVAL ARMORY  
160 CASCADE HALL  
CORVALLIS OREGON 97331-5401

NROTCUOSUINST 1533.1A  
CO  
31 Aug 2020

**NROTC UNIT OREGON STATE UNIVERSITY INSTRUCTION 1533.1A**

Subj: NROTC OREGON STATE UNIVERSITY COMMAND POLICY STATEMENTS

Ref: (a) NSTC Command Philosophy  
(b) NSTC Commander's Intent  
(c) SECNAVINST 5300.28F  
(d) OPNAVINST 5350.4D  
(e) NSTCINST 5000.1G  
(f) OSU Code of Student Conduct  
(g) SECNAVINST 5350.16A  
(h) SECNAVINST 5300.26E  
(i) OPNAVINST 1752.1C  
(j) NSTCINST 1752.1A  
(k) SECNAVINST 1610.2A  
(l) NAVADMIN 034/13  
(m) OPNAVINST 5100.23G  
(n) OPNAVINST 5100.12J  
(o) NSTCINST 1500.13B  
(p) NROTC Emergency Action Plan SCTP and UTP  
(q) NSTCINST 1720.1B  
(r) NSTCINST 5370.1B  
(s) NAVADMIN 066/17

Encl: (1) Mission, Vision and Guiding Principles  
(2) Alcohol and Drug Abuse Policy  
(3) Equal Opportunity Policy  
(4) Sexual Misconduct Policy  
(5) Hazing and Bullying Prevention and Response Policy  
(6) Safety Policy  
(7) Suicide Prevention Policy  
(8) Fraternalization Policy  
(9) Online Conduct Policy

1. Purpose. To issue NROTCU Oregon State University (OSU) policy statements.
2. Cancellation. NROTCUOSUINST 1533.1

3. Background. All NROTCU OSU members will fully comply with the Department of the Navy, Naval Service Training Command, and Oregon State University policies as set forth in references (a) through (s). Key elements are highlighted in enclosures (1) through (9).
4. Members of the Beaver Battalion who have concerns with implementing these policies are encouraged to contact the unit staff or speak directly with me in order to ensure the intent and guidance is clear.
5. Records Management. Records created by this instruction, regardless of media, will be managed in accordance with SECNAV Manual 5210.1.
6. Review and Effective Date. Per OPNAVINST 5215.17A, NROTCU Oregon State University will review this instruction annually on the anniversary of its effective date to ensure applicability, currency, and consistency with Federal, DoD, SECNAV, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will automatically expire 5 years after effective date unless reissued or canceled prior to the 5-year anniversary date, or an extension has been granted.



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

**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, officer candidates, and Marines 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.** Do not lie, cheat or steal. Make decisions in the best interest of the nation and the Naval Service, without regard to personal consequences. Seek help when needed. Model, maintain and enforce professional standards of behavior. Foster a culture of teamwork and inclusion. Treat others with dignity and respect at all times, whether in person or online. Defend those who cannot defend themselves.
- **Competence.** Be smart, disciplined and tough. Commit to academic excellence. Have a questioning attitude and be receptive to new ideas and ways of thinking. Master basic naval warfighting competencies. Model, maintain and enforce professional standards of performance and safety. Do your job with maximum effort and skill. 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. Commit to positive change and constant improvement. 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!

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**Alcohol and Drug Abuse Policy**

Alcohol and drug abuse are a detriment to our mission of developing mentally, morally and physically. Alcohol is the leading contributor to misconduct and destructive behaviors!

**Alcohol**

Per reference (f), the use, possession, or procurement of alcohol by, or for, anyone under age 21 is prohibited. The Beaver Battalion is required to take all necessary steps to ensure that no person under the legal drinking age possesses alcohol at sponsored functions. It is also a violation for anyone, regardless of age, to consume or possess alcohol in any public or private area of campus without prior university approval. Additional prohibited behaviors include public intoxication, driving under the influence, and using alcohol to facilitate incapacitation or forcing ingestion of alcohol without consent. Members of legal drinking age are expected to drink responsibly. Be a good example by either drinking in moderation or abstaining. Moderate alcohol consumption is defined as no more than one (1) drink per hour and three (3) drinks per day. Those who choose not to consume alcoholic beverages will be supported in that decision. Non-alcoholic alternatives shall be made available anytime alcoholic beverages are served.

**Reporting Amnesty**

OSU encourages students to report behavior associated with sexual harassment or sexual assault. The university will not pursue conduct proceedings against a reporting student for use of alcohol at or near the time of the incident, provided their use did not place the safety of another person at risk. Additionally, Oregon law protects minors from being charged with underage possession when calling 911 for someone they think has alcohol poisoning.

**Drug Abuse**

OSU is a drug-free campus and the Navy and Marine Corps have a “zero tolerance” policy for drug abuse. Drug abuse is the wrongful use of a controlled substance, prescription medication, over-the-counter medication, or intoxicating substance (other than alcohol). This includes illicit use of designer drugs (e.g., “Spice”), inhalants (huffing), anabolic steroids, and misuse of prescription or over-the-counter drugs. Marijuana and marijuana extracts (e.g. CBD products) are illegal for military and federal workers to use, regardless of state law. Attempts to avoid or defeat urinalysis testing are prohibited. If a member tests positive, a determination will be made as to whether the member’s drug use was wrongful. If the use was wrongful, the unit will begin the process for administrative separation or disenrollment.

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

**Fair and Equitable Treatment**

Every member of the Beaver Battalion is entitled to be treated with dignity and respect. We cannot tolerate racism or discrimination. We must foster an environment of inclusion and diversity that values different experiences and perspectives, and allows everyone to achieve their maximum potential. We will be empathetic listeners and stand up for each other.

**Prohibited Behaviors**

- **Harassment.** Repeated, severe or pervasive actions directed toward a specific individual, or individuals, with the intent or effect to annoy, harm, or alarm.
- **Sexual harassment.** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: submission is made a condition of an individual's position, or a hostile environment is created.
- **Discrimination** against persons or groups based on race, ethnicity, religion, sex (including gender identity), age, national origin, or sexual orientation.
- Harassment and discrimination may include, but are not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or putdowns, and offensive objects or pictures, regardless of the means of communication (oral, written, e-mail, text messages, social media, etc.).

*Violators will be subject to adverse administrative or disciplinary action.*

**Informal and Formal Resolution**

- Complainants and witnesses are encouraged to inform the alleged offender directly that the behavior is unwelcome and must stop; however, this is not required.
- If the behavior does not stop, or you are unwilling to confront the alleged offender, report the behavior to leadership 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, per references (g) and (h). In all cases, you will be advised of available support services.
- Members who use the informal or formal resolution process will be free from interference, coercion, or retaliation. Retaliation will be reported immediately to a supervisor, EO representative, the commander, or an inspector general (IG).
- Concerns of discrimination and harassment may be reported to OSU's Office of Equal Opportunity and Access. Reports may be submitted anonymously.

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**Commanding Officer, NROTCU 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 activity, intimate partner violence, and stalking (including cyber-stalking) are considered sexual misconduct and are prohibited.

**Prevention**

- **Consent.** Per 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.
- **Responsible alcohol use.** Intoxication is a pervasive factor in sexual misconduct.
- **Bystander intervention.** It is the responsibility of every member to actively intervene in circumstances that may lead to sexual misconduct. In our climate of dignity and respect, gender-focused jokes, sexual comments, and offensive images and actions move our team the wrong way on the continuum of harm, and must be addressed.

**Response**

Active duty service members, military dependents, or midshipmen on summer training have the following reporting options, per reference (i):

- **Restricted report to:** Sexual Assault Response Coordinator (SARC), Sexual Assault Prevention and Response (SAPR) Victim Advocate (VA), or a military healthcare provider. Victims are entitled to care without triggering a criminal investigation.
- **Unrestricted report to:** Law enforcement, chain of command, or any SARC or SAPR VA. Victims are entitled to care, legal counsel, and a criminal investigation.

All OSU students have the following sexual misconduct reporting options, per reference (f):

- **“Anonymous” report to:** Survivor Advocacy & Resource Center (SARC), Counseling and Psychological Services (CAPS), or the Center Against Rape and Domestic Violence (CARDV). Victims are entitled to care without triggering an investigation.
- **Unrestricted report to:** Law enforcement, the Office of Equal Opportunity and Access (EOA), or any OSU faculty or staff (including NROTC staff). NROTC staff members are “responsible employees” and must report any allegation of sexual misconduct or discrimination to EOA. Victims are entitled to care and an investigation.

The reporting party and the responding party will be treated with fairness and due process.

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

**Hazing and bullying are unacceptable and are prohibited in all circumstances, including personal time or in “unofficial” unit functions.** 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(s). There are more effective, and less harmful, means of building teamwork and toughness.

**Hazing is any conduct whereby a member, without proper authority, causes another member, to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful.** 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 involves acts of aggression intended to single out certain individuals from their teammates, 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: physically striking in any manner or threatening to do the same; intimidating; teasing; taunting; oral or written berating for the purpose of belittling or humiliating; and degrading or damaging the person in their property or reputation.

**Hazing and bullying do not include properly directed command activities that serve a legitimate purpose.** Administrative corrective measures, 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.

**The Commanding Officer shall be informed immediately of any allegation of hazing or bullying.** Allegations will be investigated, tracked, and reported in accordance with Navy and university policies in references (e), (f), (k) and (l). Persons who commit hazing or bullying will be subject to adverse administrative or disciplinary action. Victims will be advised of their rights and offered legal advice (active duty), medical assistance, and counseling as needed.



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Safety Policy**

**Operational Risk Management (ORM).** While we cannot eliminate all risk, the risks we do accept must be carefully calculated to ensure we safely meet valid training objectives. Every member must adhere to ORM principles, both *on and off duty*, according to reference (m).

**Motor Vehicle Safety.** In order to prevent avoidable traffic wrecks, all members must stay alert and avoid distractions, *never* drink and drive, wear seatbelts, and slow down. Motorcyclists shall not ride without a valid license, insurance, required training, and proper personal protective equipment (PPE). All active duty members must be registered in ESAMS.

**Medical Clearance.** Each academic year, members must certify that they are fit to participate in NROTC activities. No member will participate in physical training unless medically cleared.

**High Risk (HR) Evolutions** can include physical fitness training (PT), Physical Readiness/Fitness Testing (PRT/PFT) and Combat Fitness Testing (CFT), swim testing, field exercises, and obstacle courses. Per references (o) and (p), the following minimum requirements must be met to safely conduct HR evolutions:

- CO must sign a NETC Risk Assessment Form for each type of HR evolution.
- Within 14 days of reporting onboard, members will receive training to recognize the early signs of distress for cardiac arrest, dehydration, and heat exhaustion.
- Comply with the NROTC Emergency Action Plan (EAP). Active duty staff and PTO/APTO(s) must walk through EAP once per term and exercise fully every year.
- Proper PPE and fall protection measures will be used.
- All active duty staff will be CPR/AED qualified. Training and drills will be conducted each term to provide rapid recognition and diagnosis of cardiac emergencies and demonstrate proficiency in CPR and AED use.
- HR evolutions will include uninvolved CPR/AED qualified safety observers who are equipped with operable two-way communications, the ability to call 911, and ready access to an AED. The CPR/AED qualified safety observer-to-participant ratio shall not be less than 1:25 while conducting a PRT/PFT or CFT.
- Members who do not feel well, show signs of exercise distress, and do not complete the PRT/PFT or CFT may be authorized a "bad day" PRT/PFT or CFT.
- Training Time Out (TTO) procedures will be briefed prior to each HR evolution.

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Suicide Prevention Policy**

**By knowing the risk factors, warning signs and taking action, we can help save a life.**

**Risk Factors** for suicide may include difficulty transitioning to college or the military, relationship issues, financial problems, career or personal setbacks, rejection or isolation, severe or prolonged stress, health issues, alcohol or substance abuse, or a traumatic experience.

**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 suicidal statements and preparing for death by giving away possessions are, by far, the most developed suicidal signs.

**A simple ACT 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.

- **Ask** - Ask directly, "Are you feeling so bad that you've thought about suicide?"
- **Care** - Listen without judgment. Demonstrate that you care.
- **Treat** - In an emergency situation, call Public Safety, 541-737-7000, or 911; otherwise, escort 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, Corvallis (or the nearest hospital).

Everyone is a valued member of our team! Suicide happens when pain exceeds resources for coping. **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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**Suicide Help Resources**

National Suicide Prevention Lifeline: 1-800-273-TALK (8255) or text 741-741.

Counseling and Psychological Services (CAPS): 541-737-2131 (888-232-7192, 24-hr toll-free)  
[counseling.oregonstate.edu/reach-out-success](http://counseling.oregonstate.edu/reach-out-success)



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Fraternization Policy**

**Fraternization** is the term used to describe **personal relationships that are unduly familiar and do not respect the differences in rank and grade.** Fraternalization erodes respect for authority and can lead to questions about objectivity and preferential treatment. Fraternalization includes, but is not limited to:

- improper officer-enlisted relationships,
- improper instructor-student relationships,
- and improper senior-subordinate relationships.

Conduct that is unduly familiar includes, but is not limited to, the following: 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.

**Restrictions**

Dating within the NROTC Unit is subject to the following restrictions:

- Unit staff members shall not date any midshipman, officer candidate, Marine, or newly commissioned naval officer. This is a violation of the Uniform Code of Military Justice.
- A midshipman first class, second class, third class, an officer candidate, or a Marine 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.
- Midshipmen are discouraged from dating one another, regardless of class. Intimate relationships often end, making it difficult to continue working together professionally.
- Simply being roommates is generally not considered fraternization. However, it may be considered unduly familiar for upper classmen to be roommates with lower classmen when a senior-subordinate relationship exists.

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 fraternization. Violation of this policy may subject members to administrative and disciplinary measures. This policy does not authorize any activity or conduct prohibited by reference (r).

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Online Conduct Policy**

**Online Conduct**

Members of the Beaver Battalion shall not engage in electronic activities or conversations, in an official or personal capacity, which violate Navy and Marine Corps values or standards of conduct. The expectation for online conduct is no different than for in-person conduct.

**Prohibited Online Activities**

- Electronic bullying, hazing, harassment, threats, stalking, obscenity, discrimination, retaliation or any other toxic behavior that undermines dignity and respect.
- Commenting, posting or linking to content that violates UCMJ or Navy regulations.
- Nonconsensual distribution or broadcast of an intimate image.
- Child exploitation/child sexual exploitation (a “child” is anyone under the age of 18).
- Computer misuse (hacking).

*Violations may result in administrative, disciplinary, or legal action.*

**Groups to Avoid**

Members may not participate in online or social media groups that do not reflect our Core Values, including groups that post graphic, obscene, explicit or racist comments, or groups posting comments that are abusive, hateful and vindictive or intended to defame.

**Political Activity**

Active duty members *may not* engage in any partisan political activity such as posting direct links to a political party, partisan political candidate, group or cause. Active duty members *may* “like” or “follow” accounts of a political party or partisan candidate, group or cause. However, they *may not* suggest that others “like,” “friend” or “follow” them. All personnel must *avoid creating the perception of partisan activity or endorsement by the Department of Defense.*

**Reporting**

Anyone who experiences or witnesses an incident of improper online behavior should promptly report it to the unit staff via the Command Managed Equal Opportunity Point of Contact. Reports can also be made to Sexual Harassment/Sexual Assault response personnel, the Inspector General (IG), or the Navy Criminal Investigative Service (NCIS), as appropriate.



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