



DEPARTMENT OF THE NAVY  
NAVAL RESERVE OFFICERS TRAINING CORPS  
OREGON STATE UNIVERSITY, NAVAL ARMORY  
CORVALLIS, OREGON 97331-5401

NROTCUOSUINST 1533.1  
19 Jul 19

**NROTC UNIT OREGON STATE UNIVERSITY INSTRUCTION 1533.1**

Subj: NROTC Oregon State University Command Policy Statements

Ref: (a) NSTC Command Philosophy  
(b) NSTC Commander's Intent  
(c) SECNAVINST 5300.28E  
(d) OPNAVINST 5350.4D  
(e) NSTCINST 5000.1G  
(f) OSU Code of Student Conduct  
(g) SECNAVINST 5350.16A  
(h) SECNAVINST 5300.26D  
(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 1500.13A  
(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 the NROTC Oregon State University (OSU) policy statements.
2. 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). These policies are reiterated in enclosures (1) through (9).

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3. 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.

A handwritten signature in black ink, appearing to read 'W. E. Sisson', with a stylized flourish at the end.

W. E. SISSON



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**Commanding Officer, NROTC 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 24/7. 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. As a Student Organization, 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, possession, manufacture 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. Marijuana and marijuana extracts (e.g. CBD oil) are illegal for military and federal workers to use, regardless of state law. Expect rigorous random drug testing. Attempts to avoid or defeat urinalysis testing are prohibited. In the event that that 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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Equal Opportunity Policy**

**Fair and Equitable Treatment**

Every member of the Beaver Battalion is entitled to be treated with dignity and respect and an environment free of harassment and discrimination. We must foster an environment of teamwork and inclusion that allows everyone to achieve their maximum potential.

***“Toxic behaviors...at work, at home, or on the internet — eat away at team cohesion and erode trust.”*** - Chief of Naval Operations Adm. John Richardson

**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, color, 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, offensive objects or pictures, regardless of the means of communication (oral, written, e-mail, text messages, social media, etc.).

***Those who commit harassment or discriminatory misconduct 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.
- Sexual harassment and gender-based harassment are investigated by OSU's Office of Equal Opportunity and Access. Individuals may submit a report anonymously.
- 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).



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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.

**Prevention**

- **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.
- **Responsible alcohol use.** We must 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 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**

Sexual assault victims who are 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):

- **Restricted (“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 Office of Equal Opportunity and Access investigation. **Unrestricted report** to: Law enforcement, the Office of Equal Opportunity and Access, or any OSU faculty or staff (including NROTC staff). Victims are entitled to care and an Office of Equal Opportunity and Access investigation.

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





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Hazing and Bullying Prevention and Response Policy**

Hazing and bullying degrade and diminish the ability of members of the Beaver Battalion to perform. They destroy confidence, trust and unit cohesion. Intensive training of midshipmen, officer candidates, or Marines can NEVER be a personal attack or degradation.

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

**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 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 his or her property or reputation.

**The Commanding Officer shall be informed immediately of any allegation of hazing or bullying.** Allegations of hazing or bullying will be investigated, tracked, and reported in accordance with the 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, up to and including disenrollment and prosecution. 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 reasonably eliminate all risk, the risks we do accept must be carefully calculated to ensure we safely meet valid training objectives. Every member of the Beaver Battalion 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, battalion members must certify that they are fit to participate in NROTC activities. No member will participate in physical training unless medically cleared.

**High Risk Evolutions**

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.
- 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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### **Commanding Officer, NROTC Oregon State University 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, we can help save a life.**

#### **Risk Factors and Warning Signs**

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.

**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. All members of the Beaver Battalion 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. Demonstrate that you care.
- **Treat** - Get the individual immediate assistance by calling 541-737-7000 on campus or 911 off campus; or, 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 in Corvallis (or the nearest hospital).

**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.**

Counseling and Psychological Services (CAPS): 541-737-2131 (888-232-7192, 24-hr toll-free)  
National Suicide Prevention Lifeline: 1-800-273-8255, 24/7 free and confidential support.



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Fraternization Policy**

**Fraternization**

Fraternization is the term used to describe **personal relationships that are unduly familiar and do not respect the differences in rank and grade**. Fraternalization is prejudicial to good order and discipline. It 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.

Examples of conduct that is unduly familiar include, but are 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, under any circumstances, date any midshipman, officer candidate, Marine, or newly commissioned naval officer. This is clearly fraternization and 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).
- 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.
- 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 in senior-subordinate relationships.

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 conversations or activities, 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.

***“Toxic behaviors...at work, at home, or on the internet — eat away at team cohesion and erode trust.”*** - Chief of Naval Operations Adm. John Richardson

**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.***

**Joining Networks**

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 service 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 service members can like or follow accounts of a political party or partisan candidate, group or cause. However, they cannot suggest that others like, friend or follow them.

Midshipmen are not subject to the above social media restrictions, provided they do not reasonably create the perception of 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 officer. 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.