

COMMANDER  
UNITED STATES MARINE CORPS FORCES, KOREA  
UNIT, PERSONAL AND FAMILY READINESS PROGRAM POLICY



Marines, Sailors, and Families of MARFORK

We must be combat ready when the nation calls. In addition to tough, realistic training, three key elements of combat readiness are necessary: personal readiness, unit readiness and family readiness. Thus, the Unit, Personal, and Family Readiness Program (UPFRP) was developed to provide us with tools to help enhance each of these key elements. It is essential that you and your Family members take full advantage of this highly valued program as a way to achieve combat readiness.

A vibrant UPFRP is the Commander's responsibility. And, I take full and personal ownership of our program. I need each one of you to take the same ownership of your personal readiness and that of your family. Especially here, they must be as prepared as you and your unit strives to be. To achieve this goal we must be completely inclusive. Single Marine and Sailors, Married Marines and Sailors, Families of all shapes and sizes, Domestic partners, and Relatives near and far – anyone identified by you and interested in your well-being – should be a part of our UPFRP.

In this effort, the Family Readiness Officer (FRO) is a critical resource for you, your unit and your Family. The FRO is the duty expert on the UPFRP and has vast knowledge of all the programs available to assist you and your Family should the need arise. They stand by to bring resources to bear in support of you and your family. Whether it's Official Communication, Readiness and Deployment Support, Information and Referral, and/or Volunteer Support, the FRO is trained, ready and able to assist. I encourage you to get to know our FRO and the tools FROs have at their disposal.

I will do everything in my power to support you and your Family. Our UPFRP is poised to help me keep that promise. Ultimately, you must take responsibility for your readiness and that of your Family. Join me in ensuring that we are as ready as we can be for the next challenge by taking full advantage of what your unit FRO and UPFRP can provide.

The Marine Corps and MARFORK are successful because we work and fight as a Team. As a Team, we are committed to enhancing unit, personal, and family readiness and by extension, combat readiness. With your dedication, professionalism and support, we will be stronger than ever and fully prepared for future challenges.

Semper Fidelis,



PATRICK J. HERMESMANN

Major General, United States Marine Corps

Commander

United States Marine Corps Forces, Korea





COMMANDER  
UNITED STATES MARINE CORPS FORCES, KOREA  
SEXUAL ASSAULT POLICY



The third imperative of “What Matters to Us” is Respect and Concern for all. Sexual assault is an affront to this imperative and destroys the very fabric of what makes us a Corps of Marines.

Sexual assault is also a complete contradiction to our core values of honor, courage and commitment. Eliminating sexual assault takes a combined effort which we will attack of three fronts. I challenge each leader, Marine, Sailor, and civilian Marine to accept responsibility for achieving this goal.

First, all leaders must foster a command climate where sexual assault is abhorrent; where Marines and Sailors are empowered to take action to prevent sexual assault from occurring and to respond properly in the event a sexual assault does occur. All leaders are responsible for the execution of their role in the Marine Corps Sexual Assault Prevention and Response Program and the Uniform Code of Military Justice and must ensure all members of their command receive the necessary training on the Marine Corps policy, reporting options, and limits to confidentiality.

Second, all Marines, Sailors, and civilian Marines have an obligation to act when knowledge of a sexual assault is gained. We all must understand our mandatory reporting roles and that failure to properly report a sexual assault has damaging consequences for both the victim and the command. Together we can eliminate sexual assaults from occurring within our ranks. We own this.

Finally, if you are a victim of sexual assault, the Marines, MARFORK, and your command supports you. Assistance is available through your unit Uninformed Victim Advocates (UVA), chaplain, the Sexual Assault Response Coordinator (SARC), and the DOD Safe Helpline at 8770995-5247. You will be treated with the sensitivity, dignity and respect you deserve.

Semper Fidelis,



PATRICK L. HERMESMANN

Major General, United States Marine Corps

Commander

United States Marine Corps Forces, Korea



COMMANDER  
UNITED STATES MARINE CORPS FORCES, KOREA  
SAFETY POLICY



We will effectively and safely accomplish our mission with a focus on what matters to us: Operational Excellence, meeting Marine Corps Standards, and ensuring Respect and Concern for those with whom we serve. Safe operations will be the by-product of our principles:

- We are Marines and Sailors first; we will adhere to our Core Values and operate with trust and integrity.
- We are mission focused in everything we do.
- We will deliver of the world's finest fighting force capabilities through professional and relevant execution of our functions and tasks.
- We are technically and tactically proficient. We know our profession, our role, our machines, our capabilities and our limitations – COLD.
- We embrace the standards of our Marine Corps and those of our areas of specialty and hold ourselves accountable to those standards. We will not accept shortcuts for the sake of expediency or in the name of operational tempo. We will strive to do it right the first time, every time.
- Our people are our most precious asset. We are all inclusive – everyone one of us matters. We will leverage our diverse backgrounds and unique perspective to make our operations safer and more successful. We will take care of ourselves and take care of each other; in combat, in garrison, and on liberty.
- We will intervene when we observe an unsafe operation. Reprisal against doing will not be tolerated.
- We insist on interested, engaged, and concerned leadership at every level. We will know our Marines, their capabilities, their weaknesses and their strengths.

Semper Fidelis,



PATRICK L. HERMESMANN

Major General, United States Marine Corps

Commander

United States Marine Corps Forces, Korea





COMMANDER  
UNITED STATES MARINE CORPS FORCES, KOREA  
HAZING POLICY



**What Matters to Us: Operational Excellence, Standards Based, Respect and Concern for All**

I draw your attention to the third of these three imperatives.

**Respect and Concern for All**

The strength of our Corps, the foundation of our leadership, and the framework of our unit cohesion is built on respect, trust and confidence. Hazing, in any form, is contrary to “What Matters to Us”, our core values, and it erodes our unit cohesion.

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 does not require physical contact among or between military members; it can be verbal or psychological in nature as well. It is a willful and demeaning act that degrades and diminishes the ability of victims, and in some cases witnesses, to function effectively within their units. At its core hazing exploits and creates an environment of fear and reprisal, destroying the confidence and trust that is central to unit cohesion, teamwork, and combat readiness – the very lifeblood of our Corps. Hazing is contrary to our ethos of “taking care of our own” and violates the high standards of virtuous conduct and soldierly repute earned by Marines who have served our Corps honorably since its inception. Hazing violates our institutional character and disrespects our most precious asset – our Marines and Sailors. Categorically, hazing will not be tolerated. Violators will be pursued and prosecuted.

**We are All inclusive – Every One of Us Matters!**

Whether we’re single, married, family, partners, civilian Marines or fellow Marines & Sailors; we take care of ourselves and we care of each other.

We Insist on Interested, Engaged, and Concerned Leadership at Every Level; Building the Best Possible Command Climate.

All allegations of hazing **MUST** be reported and will be processed and investigated in accordance with Marine Corps Order, MCO 1700.28B.

Semper Fidelis,



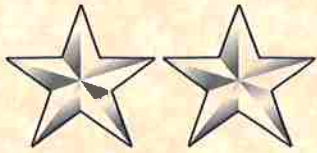
PATRICK J. HERMESMANN

Major General, United States Marine Corps

Commander

United States Marine Corps Forces, Korea





COMMANDER  
UNITED STATES MARINE CORPS FORCES, KOREA  
EQUAL EMPLOYMENT OPPORTUNITY AND  
SEXUAL HARRASSMENT POLICY



Everything we do matters; our words and actions speaks volumes of who we are and what we represent as Marines, Sailors, and civilian employees. As leaders we must remain engaged, interested, and concerned at every level of leadership. We will lead from the front, set the example, and ensure that we treat everyone with dignity and respect.

The Marine Corps' most vital is its people, "Our Brothers and Sisters". An act of discrimination, including sexual harassment is contrary to our imperatives ("What Matters to Us"), our core values, and erodes our unit cohesion.

Discrimination is the illegal treatment of a person or group based on age, color, gender, race, religion, national origin, or sexual orientation.

Sexual Harassment is a form of discrimination that "involves unwelcome sexual advances, request for sexual favors, and other physical and verbal conduct of a sexual nature".

Any complaints should first be addressed and resolution attempted at the lowest level by utilizing your Chain of Command or the Informal Resolution System. Although there are different methods for filing a formal complaint, Request Mast is the preferred method.

Any member that takes reprisal action against an individual making a complaint will be held accountable under the Uniform Code of Military Justice and anyone intentionally making a false complaint may be subject to adverse administration or disciplinary action as well.

Assistant Chiefs of Staff will ensure every member of their division is continually educated and understands Marine Corps Policy regarding equal opportunity, the complaint process, request mast, and reprisal prevention. I expect anyone who encounters or observes acts of discrimination or sexual harassment to take appropriate action. Assistance is available through the unit Equal Opportunity Representative or the MARFORK Equal Opportunity Advisor at DSN 723-7085 or 05033237085.

Semper Fidelis,



PATRICK J. HERMESMANN

Major General, United States Marine Corps

Commander

United States Marine Corps Forces, Korea