



DAILY BATTLE RHYTHM



The purpose of this policy statement is to clearly lay out the standard working day for the battalion while in garrison. It is important that members of our team, including our Marines, Sailors, and their families, have a reasonable and predictable schedule when in garrison. Further, we owe it to the Marines and Sailors of the Battalion to maximize the effectiveness of our training while in garrison and to set conditions for daily accountability and discipline. Leadership at every level will make a committed effort to communicate and adhere to the following weekday working-hour guidelines:

- Morning Routine: 0630-0830
- Training Block 1: 0830-1100
- Chow and Administration: 1100-1300
- Training Block 2: 1300-1600
- Close of Business/Sight Count: 1630

Morning routines are designed to be executed and supervised at the small unit-level. They will include personnel accountability, physical fitness, and morning chow.

Close of business will be signaled with confirmation of the company's site count submitted to the Battalion Executive Officer.

I expect companies to hold at least one formation as part of their daily battle rhythm.

This policy is not intended to limit what commanders can pursue in their training plans, but it intentionally forces alignment across the battalion for regular operations. There are times that we will deliberately deviate from this policy to accomplish training objectives or for mission accomplishment. Any regularly scheduled deviation from this policy must be published in the company training schedule or approved by the Battalion Executive Officer.

Joseph F. Albano, Jr

Lieutenant Colonel

VICTORY TO THE BOLD!



PROHIBITED ACTIVITIES & CONDUCT



We are a team **built to fight and win**. We are dedicated to enabling the personal and professional success of every Marine and Sailor through the development of trust and mutual respect. **Our ultimate responsibility is preparing for the challenges of high-intensity combat against a peer adversary.** As such, it is imperative that we understand and prevent activities and mindsets that violate trust, **erode our combat effectiveness**, and ultimately degrade the cohesion of the team and the character of our outfit.

Team Destroyer is committed to developing and maintaining a professional environment in which every Marine, Sailor, or civilian is treated with dignity and respect. Specifically, this means creating a work environment free from discriminatory practices, harassment (including sexual harassment), hazing, inappropriate conduct and unprofessional behavior. **These behaviors are not just administrative issues; they are a direct threat to our lethality. They fracture the small-unit cohesion we rely on to operate on commander's intent against a thinking enemy**, break trust, and are at odds with our core values of Honor, Courage, and Commitment.

It is crucial that all members of this command can reach their full potential based solely on their individual merit, performance, and ability **in their assigned duties and in training**. Therefore, leaders at all levels will **take ownership of their formations** and ensure we address any complaint **swiftly** and in accordance with MCO 5354.1G, Marine Corps Prohibited Activities and Conduct Prevention and Response.

All personnel are **expected** to immediately report warning signs of potential violations of this policy **in order to protect our Marines, Sailors, civilian employees, and family members**. If we cannot trust each other in garrison, we will fail each other in combat.

Joseph F. Albano, Jr

Lieutenant Colonel

VICTORY TO THE BOLD!



EQUAL OPPORTUNITY



As a team **preparing for high-intensity conflict**, it is imperative we understand and prevent activities and mindsets that violate trust and ultimately degrade the cohesion of the team and the character of our outfit. Equal Opportunity means allowing every person the chance to reach their full potential without distractions from others **or artificial barriers to their success**.

Racism, sexism, and all other forms of prejudice are antithetical to our vision, compromise our lethality, and are destructive to our Battalion and its people. I will not tolerate it, and neither will you. We refuse to subject our teammates to demeaning and degrading behavior **that detracts from our primary mission of preparing for combat**.

The Marines and Sailors of Team Destroyer will only be judged on their performance—specifically, their proficiency in their combat skills, their leadership, and their execution of the mission.

Discrimination based on any other factor, such as race, color, national origin, sexual orientation, religion, or age has no place in this battalion or the Marine Corps. I expect all Marines and Sailors to treat one another with dignity and respect. Individuals who practice or tolerate discriminatory activities are **failing our battalion** and will be subject to **swift** administrative and disciplinary action.

This command will quickly and impartially investigate and resolve any acts of discrimination or sexual harassment. I charge all leaders to set the example, create an environment that enables the success of their Marines and Sailors, and further educate their Marines and Sailors about the impact these negative behaviors have on good order and discipline, morale, and ultimately, our **ability to fight and win**.

Joseph F. Albano, Jr

Lieutenant Colonel

VICTORY TO THE BOLD!



SEXUAL ASSAULT PREVENTION AND RESPONSE



We are a **team built for combat**. We are dedicated to enabling the personal and professional success of every Marine and Sailor. Further, we are responsible for ensuring that we are prepared to execute our assigned missions, including winning in combat. As such, it is imperative that we understand and prevent activities and mindsets that **violate trust, compromise our lethality**, and ultimately **degrade the cohesion** of the team and the character of our outfit, including sexual assault.

Sexual assault is a crime. It **fractures our formation from the inside**. I will not tolerate it in our ranks, nor will I tolerate those who do. I expect leaders at all levels to stop sexual assault and protect their teammates from this crime with the **same vigilance** we apply to a tactical defense. Sexual assault prevention takes many forms. It includes continued education of all 2d LAR personnel; steadfast attention of commanders and leaders at every level to prevent and respond; and for Marines and Sailors to demonstrate the moral courage to intervene when they sense a situation is deteriorating, and the potential for a sexual assault emerges.

Victims of sexual assault have the option of making a **Restricted** or **Unrestricted report**:

- **Restricted reporting** allows a victim to receive advocacy services, medical care, counseling, and legal advice without involving law enforcement or the Chain of Command. Victims can make a Restricted report through multiple channels but the primary mechanism is through the Uniformed Victim Advocates (UVAs). These professionals are available 24 hrs per day and are trained to assist victims in dealing with the command, law enforcement, and medical personnel.
- **Unrestricted reports** made to members of law enforcement who will initiate formal investigations.

Regardless of the type of report, victim safety and confidentiality are paramount. Every victim of sexual assault, whether they choose to make a restricted or unrestricted report, should have absolute confidence in our commitment to ensure he or she will be treated with respect and receive the necessary medical, emotional, psychological, and spiritual assistance required **to heal**.

There is no middle ground on this issue. I am fully committed **to protecting** the Marines, Sailors, and civilians of Team Destroyer from sexual assault and **its impacts**, as these crimes are a **direct threat to our readiness**. I expect and demand leaders at all levels to take decisive action to prevent these crimes from occurring while simultaneously taking action to safeguard the rights of victims of sexual assault. **Protect our own.**

Joseph F. Albano, Jr

Lieutenant Colonel

VICTORY TO THE BOLD!



SAFETY



At every opportunity, I expect all members of Team Destroyer to look after each other, both individually and collectively; whether off-duty, during high-intensity training, or during actual combat operations. **Everything we do in this battalion is inherently dangerous—use your head.** Throughout, I expect leaders to make Risk Management a **driving factor** in all their planning and **tactical execution**.

Safety is not a separate function or a **bureaucratic checklist**, but rather something that we must make an inherent part of our everyday behavior, in garrison, the field, or combat. It is a hallmark of a professional unit **and a baseline indicator of our discipline**. As leaders, we are responsible for planning and executing readiness development to keep our Marines and Sailors prepared for combat. We are equally responsible for always ensuring the safety and welfare of our Marines and Sailors so they may remain in a good state of health and morale, **preserve our combat power**, and return home to their families. **We will accept no unnecessary risk.**

To counter the potential risk of both on and off-duty hazards, we will **proactively use Risk Management to forecast hazards and implement viable controls**. Risk Management is the core of our safety effort. It is imperative leaders fully understand the risks and mitigation procedures when they develop risk management worksheets. Further, they must have the professional character and **tactical patience** to implement these controls **where the friction is highest**. Whether we are ensuring near-perfect safety during misfire procedures on the range or enforcing disciplined maintenance to prevent vehicle mishaps, our safety practices directly **sustain our lethality**.

Company Commanders will ensure that every member of their company understands the tenets of our battalion policy as well as their responsibility for compliance and enforcement. **Protecting our Marines and our materiel from preventable loss is a fundamental leadership duty; own it.**

Joseph F. Albano, Jr

Lieutenant Colonel

VICTORY TO THE BOLD!



VIOLENCE PREVENTION



We are a team **forged for the purpose of professional, controlled violence against our nation's enemies.** We are dedicated to enabling the personal and professional success of every Marine and Sailor. Further, we are responsible for ensuring that we are prepared to execute our assigned missions, including winning in combat. As such, it is imperative that we understand and prevent activities and mindsets that violate trust and ultimately degrade the cohesion of the team and the character of our outfit, including violence in the workplace, community, or at home.

Violence prevention includes efforts to assess, investigate, mitigate, and respond to behaviors that may precede acts of harassment, intimidation, threats, violence, as well as behaviors consistent with radicalization and insider threats. These **behaviors represent a lack of professional discipline** and will not be tolerated in our battalion. **We will actively promote a safe and inclusive environment for our Marines, Sailors, civilians and family members, free of the threat of home or workplace violence.**

We will accomplish this through command interest, education, and involved leadership. **Leaders must break the "gravitational pull of the office" and actually know their Marines; you cannot identify a warning sign in someone you do not understand.**

Whether violence manifests itself as family violence, or workplace violence directed at a fellow Marine, Sailor, or civilian, the warning signs of potential violence displayed by the perpetrators of these types of crimes are often the same. Our program must be collaborative and focus on evaluating the warning signs for potential violence that will enable Marines, Sailors, and civilian members to recognize, report, and respond to inappropriate behaviors, threats, and violence in a timely manner.

All personnel are expected to immediately report warning signs of potential violence in order to achieve the objectives and goals of our program—to protect our Marines, Sailors, civilian employees, and family members. **We look after our own so we can focus on the fight._**

Joseph F. Albano, Jr

Lieutenant Colonel

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UNIT, PERSONAL, AND FAMILY READINESS



The Unit, Personal, and Family Readiness Program (UPFRP) is a unit-centric program, guided by the Family Readiness Command Team, that reinforces the relationship between the unit, the unit members, and their families. **Marines fight with a happy heart when they know their families are supported and informed. A secure and resilient home front is a combat multiplier that allows our Marines and Sailors to focus entirely on the rigors of high-tempo training and the challenges of the mission.** In keeping with my personal priorities, I am genuinely and personally committed to this program in support of the operational readiness of the Marines and Sailors of Team Destroyer, as well as their family members. UPFRP empowers the members of our unit as well as their families so they can balance life, career, and mission requirements. **Given the challenging training regimen and deployments that are inherent to operating within this battalion, family readiness is paramount to mission success.**

The primary goal of UPFRP is to empower Marines and family members by providing support to **successfully balance life, career, and mission events.** This support is provided through proactive outreach and intervention using official communication, information, establishing relationships among our families, deployment support, referrals, and resources to build personal resiliency and maintain both unit and personal readiness.

The ways we will connect across the Team Destroyer family will be through my family readiness team which includes the battalion Executive Officer, Sergeant Major, Chaplain, Deployment Readiness Coordinator (DRC), Single Marine Program Representative, and our Marine & Family Life Counselor. Our team will create and adjust any readiness event to meet the emerging needs of our team. I look forward to open and robust communication to ensure that we win together.

Joseph F. Albano, Jr

Lieutenant Colonel

VICTORY TO THE BOLD!



COUNTER HAZING



Hazing erodes unit cohesion, destroys trust, and undermines good order and discipline. **In a light armored reconnaissance battalion, where we rely on small units operating decentralized and far forward on commander's intent, mutual trust is our most critical asset. Hazing shatters that trust.** It is contrary to our core values as Marines, antithetical to our vision, and destructive to our battalion and its people. I won't tolerate it, and neither will you. We must refuse to subject our teammates to demeaning and degrading behavior. We are committed to each other and responsible for one another. I expect leaders at all levels to stop hazing and protect the members of Team Destroyer from all forms of abuse.

Hazing is any action that exposes an individual to cruel, abusive, humiliating, or oppressive behavior. Hazing includes, but is not limited to, forms of initiation or congratulatory acts that involve physical or emotional harm. **We build true toughness and resilience through demanding, high-intensity combat training, not through unprofessional barracks games.** It can occur even when no malicious intent is present and regardless of a person's willingness to participate. Soliciting or coercing others to participate is also considered hazing. **Legitimate rites of passage in this battalion are earned on the gun line, in the field, and through the mastery of our tactical craft.**

I expect all Marines and Sailors to **treat one another with dignity and respect.** I charge all leaders to lead by example and further educate their Marines and Sailors about those behaviors and the impact they have on our warfighting capabilities, morale, and on good order and discipline in general. **A Marine who is abused or humiliated by their own team will not fight with the happy heart and fierce dedication required to defeat a peer adversary.** Leaders will also educate all hands on all relevant Marine Corps Orders and policies on hazing, and enforce them relentlessly.

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SUBSTANCE ABUSE PREVENTION



Abuse of drugs and alcohol detracts from our core mission of warfighting. **In a high-tempo environment where we must out-think and out-maneuver a peer adversary, we cannot afford degraded cognitive abilities or compromised decision-making.** Tragically, in some cases, substance abuse causes lifetime problems and may ultimately result in the loss of human life. Every loss to substance abuse is an unacceptable, self-inflicted blow to our combat power and character.

Substance abuse is the major contributing factor to off-duty misconduct and accidents. Marines and Sailors of all ranks are responsible for putting a stop to this behavior when they see it. Substance abuse will not be tolerated, and incidents will be dealt with swiftly through appropriate administrative and legal action. Equally important, it is the responsibility of all leaders to ensure Marines and Sailors in need of help receive the proper counseling, education, and rehabilitation **before an issue becomes a crisis.** **Knowing your Marines** means recognizing the warning signs early and getting them the help they need to get back in the fight.

Our NCOs, Staff NCOs, and Officers must set the example in order to promote responsible conduct, ensuring the detrimental behaviors of substance abuse are prevented. Moderate your alcohol intake and critically develop sound plans prior to drinking. **Just as we conduct detailed planning and risk management for a live-fire maneuver or a reconnaissance patrol, we must apply that same discipline to our off-duty time.** Good plans typically include the establishment of a designated driver, pre-coordination of a place to stay, and teammate accountability. Use the buddy system when executing liberty plans and protect one another from the poor decisions influenced by alcohol. **We do not leave our brothers and sisters behind on the battlefield, and we will not leave them to fail in garrison.**

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