

## Commanding General, 2d Marine Division - Combined Policy Statement



**Prohibited Activities and Conduct.** Every Marine and Sailor of 2d Marine Division will be treated with decency, dignity, and respect, and will be provided full and equal opportunity for professional development and success. Judgments based on race, color, sex, pregnancy, religion, sexual orientation, and national origin have no bearing in the 2d Marine Division and will not be tolerated. Equal opportunity is at the very heart of our Profession of Arms. It is a mindset, not just a policy. Every Marine and Sailor is given the same opportunity to succeed based on their own individual merits, not where they come from, their faith system, or the color of their skin. Prohibited activities and conduct such as harassment, hazing, bullying, prohibited discrimination, and sexual harassment crushes individual spirit and initiative, corrodes unit cohesion, and undermines mutual trust and confidence. In short, these behaviors degrade our mission readiness and places our Marines and Sailors at greater risk in combat. Contact your unit Equal Opportunity Coordinator (EOC) or the Division Equal Opportunity Advisor, Mr. Almotis Austin, at (910) 546-0748 for additional information.

**Combat and Operational Stress Control.** The Combat and Operational Stress Control (COSC) program and our unit Operational Stress Control and Readiness (OSCAR) Teams address the impacts of stress on Marines and Sailors within 2d Marine Division, with the intent to strengthen the physical, mental, social, and spiritual well-being of our force, aligning with Marine Corps Total Fitness. A holistic understanding of wellness enables us to identify the warning signs of the negative effects of stress and tools provided by OSCAR Teams help mitigate the effects of unavoidable stressors, enabling early and proper treatment without stigma. We will keep faith with our Marines and Sailors by facilitating post-treatment reintegration back into combat ready units, leveraging the Five Core Leader Functions of Strengthen, Mitigate, Identify, Treat, and Reintegrate (SMITR) throughout the process. Contact your unit COSC Representative, unit Prevention Specialist, Regional COSC Program Specialist, or the Division Program Contact, Ms. Jennifer Attila, at (910) 451-8734 for additional information.

**Suicide Prevention.** Every suicide in the Marine Corps is a tragedy. Leaders must take an active role in every Marine and Sailor's life and find ways to connect. All members of 2d Marine Division must be willing to support each other and intervene in order to prevent suicide. All 2d Marine Division Marines and Sailors will receive access to resources and suicide awareness and prevention training to help combat suicide. Contact your unit Suicide Prevention Program Officer, the Division Suicide Prevention Program Coordinator, 1stLt James Moloney, at (910) 451-0765 or the Division Prevention Analyst, Ms. Jennifer Attila, at (910) 451-8734 for additional information.

**Safety.** The safety of our personnel is paramount; proactive risk mitigation is the standard. Safety is ingrained in every operation; any compromise directly impacts mission success and personnel well-being. The Safety Management System is the cornerstone of operational readiness; sustained commitment and continuous improvement are non-negotiable. We will train realistically without being reckless. Leaders must communicate the vision, evaluate the program, and set clear expectations. All personnel, regardless of rank, shall take an active part to safely prevent or halt unsafe actions, ensure adherence to standards, and maintain risk awareness and accountability. Your vigilance and commitment to safety are essential to our success and the well-being of our team. Learn, practice, share, and inspire proactive risk management behaviors, both on and off duty. Remember that safety is a 24/7 responsibility. By embracing these principles, we will build a culture of safety where everyone looks out for each other, and everyone goes home safe. If you see something unsafe, speak up! Report all incidents, including near misses, through your chain of command or to the Division Safety Officer, Mr. Michael Granger, at (910) 451-9191.

**Unit, Personnel, and Family Readiness Program.** Family readiness directly impacts 2d Marine Division's ability to accomplish our mission. Our operational tempo is high, and our families experience the corresponding rigors and stress. The readiness and resilience of our families is the responsibility of both the individual and the unit. Commanders will maintain open lines of communication among Marines, Sailors, and families. This program will provide the resources necessary for our Marines, Sailors, and families to effectively balance military and personal life - before, during, and after deployment. Contact your unit Deployment Readiness Coordinator (DRC), Uniformed Readiness Coordinator (URC), or Camp Lejeune Marine Corps Family Team Building at (910) 451-0176 for additional information.

I am committed to the mission readiness of our Marines, Sailors, and their families while ensuring they are taken care of.  
Semper Fidelis.

A handwritten signature in black ink, appearing to read "F. J. Sullivan".

F. J. SULLIVAN  
Major General, Commanding General  
2d Marine Division