



## VIOLENCE PREVENTION STATEMENT

### HEADQUARTERS AND SERVICE BATTALION FLEET MARINE FORCE, ATLANTIC MARINE FORCES COMMAND, MARINE FORCES NORTHERN COMMAND

Every member of this unit deserves the right to live and work in a safe environment. Harassment, intimidation, threats, violence, and other disruptive behavior will not be tolerated. Headquarters and Service Battalion is committed to educating and enabling our Marines, Sailors, and civilians to live and work in environments free from harassment, intimidation, threats, violence, and other disruptive behavior.

Violence prevention relies on vigilant team members assessing, investigating, mitigating, and responding to behaviors that might precede acts of harassment, intimidation, threats, and violence, as well as behavior consistent with radicalization and insider threats. Such conduct can include oral or written statements, posts on social media, gestures, or expressions that communicate a direct or indirect threat of physical harm.

Whether violence manifests itself at home or in the workplace, the warning signs of these types of crimes are often the same. Our program is collaborative and focuses on spotting the warning signs for potential violence so that we can recognize, report, and respond to inappropriate behaviors, threats, and violence in a timely manner. **All personnel are encouraged to immediately report warning signs of potential violence in order to safeguard our Marines, Sailors, civilians, and family members.**

This program is anchored in awareness. First recognize, then report. If you see warning signs of potential violence, report them via the chain of command. If you see a crime or believe a crime to be imminent, notify law enforcement immediately. Early recognition of warning signs is the key to prevention. Do not ignore warning signs of potential violence or harassing, intimidating, threatening, or other disruptive behavior.

Reports of such behavior will be taken seriously and thoroughly investigated. Do not remain quiet for fear of reprisal, getting someone in trouble or to avoid attention – **your one act of vigilance might be the difference between life and death.**

Threats that require immediate law enforcement involvement should be reported to Naval Support Activity Hampton Roads Security at 747-444-3333 or 911. If you observe suspicious behavior by anyone on the installation, report it immediately to a leader, Navy Security, or Naval Criminal Investigative Service's (NCIS) Threat Management Unit (TMU). Leaders who receive such reports will seek advice from the Violence Prevention Officer (VPO) regarding conducting an inquiry into the situation and initiating appropriate action.

I support leaders in dealing with harassing, intimidating, threatening, violent, or other disruptive behavior. I will also monitor whether this policy is effectively implemented. If you have any questions about this policy statement, please contact the unit VPO, Mr. Dwayne Lewis at 757-444-1806. We all have a responsibility to maintain a safe environment to work and live. Remain vigilant and report warning signs. Our mission requires your involvement.

A handwritten signature in black ink, appearing to read "G. M. Hermès".

**G. M. HERMÈS**  
Colonel, U.S. Marine Corps