



UNITED STATES MARINE CORPS

3D BATTALION, 6TH MARINES
2D MARINE DIVISION
PSC BOX 20100
CAMP LEJEUNE, NC 28542-0100

1000
CO/tem

From: Commanding Officer
To: New Teufelhunden Family Member

Subj: WELCOME ABOARD

Encl: (1) Command Philosophy
(2) Commander's Policy Statements

1. Welcome to the Teufelhunden family. Whether Marine, Sailor, or civilian, your reputation is no longer yours alone. You have now taken upon your shoulders the awesome legacy that dates back to 14 August 1917 when this storied battalion was first activated. We have a sacred responsibility to the Marines who fought so valiantly during the Battle of Belleau Wood and earned this battalion the name "Teufelhunden" that we will never betray their legacy. It is a legacy personified in the fact that armies and potential adversaries around the world know us and fear the possibility that the American President may say: "Send in the Marines!" It is not about you anymore. You have become something larger than yourself and I expect you to uphold the same traditions, the same values that many have given their last full measure for.

2. Our nation expects us to be able to fight and WIN in combat. By preparing for this, we will be able to handle anything in between but we must be ready when the call comes. Everything we do will be oriented to prepare us for this endeavor and our priorities of work will focus on Warfighting, readiness, and leadership. All three priorities are linked with one another and our success depends on individual actions and more importantly, how we operate as a team. Trust is essential in the Warfighting business we are in. When we deploy forward, we must be able to trust one another with each other's life. Building that trust starts here and now. Integrity is something no one can take from you, but you can give away in a heartbeat. Never compromise your integrity or give others a reason not to trust you.

3. As a member of this battalion I charge everyone to treat others as you wish to be treated. I expect everyone to lead by example regardless of rank or billet. This example is not adopted at will or when the situation dictates, it is a habitual pattern of behavior that is only learned through practice. It is developed through your continuous personal application of self-restraint, self-discipline, and selflessness. If you wouldn't accept it from your Marines or Sailors then don't do it yourself. I have no tolerance for drugs, hazing, sexual assault, or any form of discrimination. These things erode cohesion and trust within a unit. Together, we will forge a family our predecessors will be proud of as we strive to live up to the reputation they have earned for this battalion. I look forward to getting to know you and consider it an honor to serve with you. Thank you for your service and for taking the solemn oath to "support and defend the Constitution...".

Teufelhunden Up!

A handwritten signature in black ink, appearing to read "T. E. Mahar".

T. E. MAHAR



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26 Aug 15

From: Commanding Officer
To: Marines and Sailors of 3d Battalion, 6th Marines

Subj: COMMAND PHILOSOPHY

1. The purpose of this document is to share with you my philosophy of command and about being a Marine in general. This is what guides me and is also the lens through which I view things.

Family

- We are a family. As in your own families, we will stick together through thick and thin.

Others first

- It's not about us. We live, breathe, and fight for each other and we will succeed as a team.

Lead

- Marines lead, that's what we've always done and what's come to be expected from us. Lead by example!

Look out for each other

- Police our own and always have each other's "six" whether in garrison or combat. Have the moral courage to correct each other and do the right thing.

Ownership

- This is our command but individual actions will determine our success or failure. Whatever you do reflects on this command. WE WILL SUCCEED!

Walk the talk

- Talk is cheap. Possess a bias for ACTION and take the initiative to get things done.

Marines always

- Our reputation is not ours alone. It is a legacy that has been bought with the blood of young Marines from the wheat fields of France to the streets of Iraq. KEEP OUR HONOR CLEAN!

Earn respect and trust

- We operate in an environment where trust is critical to mission accomplishment. Trust and respect is earned. Don't ever let your integrity be compromised!

2. I am truly honored and humbled to be a member of this storied battalion. Together, we will stand ready to write the next chapter in our nation's history. Teufelhunden Up!

In your service,

T. E. MAHAR

3/6 COMMANDING OFFICER'S POLICY STATEMENTS



Commander's Intent:

Our focus is warfighting. In order to be ready to answer the call when our nation is least ready we must be able to focus on our warfighting without distractions or detractions. All members of the Teufelhunden Battalion have an inherent right to an environment that is conducive to mission accomplishment, and provides the opportunity for all Marines and sailors to excel. I expect all members to TREAT OTHERS AS THEY WISH TO BE TREATED and I will not tolerate any behavior, or act that detracts from a positive environment for all. Violations of the below policies will not be tolerated and violators are subject to disciplinary action.

Statement on Equal Opportunity: Equal Opportunity (EO) for all members of this command regardless of race, color, sexual orientation, religion, gender, or national origin is everyone's responsibility, regardless of rank or position. Anyone who witnesses an act of discrimination has a responsibility to address, correct, or report the inappropriate behavior immediately. Any member who believes they have been the subject of discrimination or inappropriate behavior should report the incident to the chain of command if they believe they are unable to resolve the problem themselves or the incident is criminal in nature. I charge everyone, as leaders, to take immediate and appropriate action when any form of discrimination is brought to your attention. MCO P5354.1D w/CH 1

Statement on Sexual Assault Prevention and Response: I will not tolerate sexual assault or harassment of any kind. If you have been sexually assaulted, if you have witnessed a sexual assault, or if you have information about a sexual assault, immediately notify your chain of command or uniformed victim advocate (UVA) - the UVAs are bound by law to maintain your confidentiality. Leaders who see or learn of acts of sexual assault or harassment must **ACT IMMEDIATELY** to stop the act and ensure the safety and protection of the victim(s). MCO 1752.5B

Statement on Hazing: No Marine or Sailor assigned to this battalion will engage in hazing or consent to acts of hazing being committed upon them. No leader will allow, excuse or overlook any incident of hazing. Consent to hazing is not a defense to violating this policy. Any violation, attempted violation or solicitation of another to violate this policy will subject those involved to disciplinary action under the Uniform Code of Military Justice. Whether a victim, witness, or participant, all hands who suspect hazing has occurred will immediately report the suspected incident via their chain of command. MCO 1700.28B

Statement on Violence Prevention: We need to take action to stop violence on our watch and maintain a safe working environment. Do not ignore warning signs/indicators of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. If you observe or experience such behavior, report it to available resources whether its chain of command, duty personnel, law enforcement, etc. depending on the time sensitivities of the situation. Leaders who see or learn of acts of violence must **ACT IMMEDIATELY** to stop the act and ensure the safety and protection of the victim(s). MCO 5580.3

Statement on Suicide Prevention: Almost anything broken can be fixed, any wrong righted. Broken hearts will heal, bankruptcy can be overcome, drug/alcohol abuse can be treated. Dead cannot be undone. We all need help at times, know the Marine on your left and right - let them know you. Know the signs and indicators of suicide and be the Marine that intervened to save the life of a teammate who has lost the way. MCO 1720.2

Statement on Safety: Poor safety practices degrade the ability of our Marines and Sailors to effectively perform their duties, places lives at risk, and undermines the good order and discipline of our unit. We will manage risk and mitigate hazards through effective, efficient, and deliberate application of Risk Management (RM) to all activities, both on and off duty. RM is truly a thought process and a way of looking at a situation to mitigate potential negative outcomes. I charge all leaders to plan and execute training and operations in such a way as to mitigate risk and seek to prevent mishaps from eroding the readiness of our unit. MCO 5100.29B

A handwritten signature in black ink that reads "T E Mahar".

Lieutenant Colonel Todd E. Mahar
Commanding Officer, 3rd Battalion, 6th Marines

Teufelhunden Up!

(*Refer to the complete policy letters for additional information)