MCRC FROST CALL 004-13 DATED 21 DECEMBER 2012

From: Commanding General, Marine Corps Recruiting Command

Subj: STATEMENT OF UNDERSTANDING FOR THE MARINE CORPS POLICY ON SEXUAL ASSAULT AND SEXUAL HARASSMENT

Ref: (a) MCO 1000.9 Sexual Harassment
(b) MCO 1752.A Sexual Assault Prevention and Response
(c) CMC White Letter of 3 May 2012
(d) Sexual Assault Prevention and Campaign Plan of 20 June 2012
(e) MCRCO 1100.1 Enlistment Processing Manual

Encl: (1) Statement of Understanding (SOU) for Sexual Assault and Sexual Harassment

1. Purpose. To notify all levels of Marine Corps Recruiting Command of the new SOU for applicant awareness to the Marine Corps policy regarding Sexual Assault and Sexual Harassment.

2. Background. Sexual assault is a criminal act and will not be tolerated. The Marine Corps' goal is to eliminate sexual assaults and sexual harassment within the Corps. To facilitate that goal, recruiting stations will ensure all applicants are made aware of the Marine Corps policy regarding sexual assault and sexual harassment.

3. Information. MCRC will initiate a SOU for all applicants, officer and enlisted, to introduce the Marine Corps policy on Sexual Assault and Sexual Harassment in accordance with references (a) through (d).

4. Action. The following actions will be taken:

a. Enlisted Applicants (NPS and PS). The SOU contained in the enclosure will be completed on all enlisted applicants. The SOU will be marked as ANNEX "A", and accompany the DD Form 4 Enlistment Contract.

b. Officer Applicants. The SOU contained in the enclosure will be completed on all officer applicants at time of contracting at the OSS. The SOU will be marked as ANNEX "A", and accompany the DD Form 4 Enlistment Contract.

c. Members of the Delayed Entry Program (DEP). All members of the DEP will have the SOU contained completed prior to their departure to recruit training.

4. Contents of this frost call will be implemented in the next scheduled change to reference (e).

5. Point of contact is Mr. M. J. Styka, Head MCRC G-3 Enlisted Operations, at commercial (703) 432-9650.

J. C. SMITHERMAN
By direction

STATEMENT OF UNDERSTANDING

MARINE CORPS POLICY ON SEXUAL ASSAULT AND SEXUAL HARASSMENT

1. Purpose. The purpose of this document is a notification of the Marine Corps policy concerning sexual assault and sexual harassment.

2. Policy. Sexual assault and sexual harassment are prohibited in the United States Marine Corps. Furthermore, any instances of non-adherence to this policy by a Marine can result in disciplinary or administrative action.

- **Sexual Assault** is a crime defined as intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent.

- **Sexual Harassment** is a form of sex discrimination involving unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
  - Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or
  - Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
  - Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment

3. Certification. I certify that I understand the Marine Corps policy regarding sexual assault and sexual harassment; and that sexual assault and sexual harassment in the Marine Corps is prohibited. I understand that I am expected to report any instance of sexual assault or sexual harassment. Furthermore, the Marine Corps will conduct formal training about Sexual Assault Prevention and Response (SAPR) at recruit training and throughout assignments in the Marine Corps.

_____ _____
(Applicant's Signature) (Date)

_____ _____
(Applicant's Printed Name) (L4 Security Number)

4. Recruiter Verification. I verify that I have explained the Marine Corps policy on sexual assault and sexual harassment to the above named applicant.

_____ _____
(Recruiter's Signature) (Date)

5. MEPS LNCO Certification. I certify the above named applicant understands the Marine Corps policy on sexual assault and sexual harassment.

_____ _____
(MEPS LNCO Signature) (Date)

ANNEX (A)