



COMMANDING GENERAL'S UNIT, PERSONAL AND FAMILY READINESS POLICY STATEMENT

Our Marines and Sailors are our most valuable asset. Recognizing this and understanding that their strength is inextricably linked to the well-being of their families, we reaffirm our commitment to the Command Family Readiness Program. **Personal and family readiness isn't simply a quality-of-life issue; it is a fundamental pillar of our overall combat readiness.** A strong homefront enables our service members to focus on the mission, confident in the support and resilience of their families.

As professional warfighters, every Marine and Sailor bears the responsibility for proactively ensuring their own, and their family's, readiness. This commitment to preparedness is not event-driven; it is part of a "ready to deploy" mindset we must cultivate *daily*. Our small unit leaders are critical to fostering this culture of readiness. From team leaders and section chiefs to Commanding Officers and the Commanding General, we *all* have a vital role in creating an environment where personal and family readiness are prioritized.

The Unit, Personal and Family Readiness Program (UPFRP) is a powerful resource designed to empower our leaders, service members, and their families with the education, assistance, and support networks needed to navigate the unique challenges and thrive within the military lifestyle. **Let me be clear, UPFRP is not a replacement for strong small unit leadership. It is a force multiplier, a dedicated support function that enhances the ability of Marine and Navy leaders at all levels to build and maintain a ready force.** It provides critical support, but the primary responsibility for readiness rests with command leadership.

The UPFRP will focus on the following key tenets:

- **Official Communication:** Serving as the primary communication channel between the command and our Marines, Sailors, Civilians, and families, ensuring timely and accurate information flow.
- **Resource & Referral Network:** Providing comprehensive information, resources, and referral services tailored to the individual needs of our service members, civilians, and their families.
- **Deployment & Readiness Support:** Offering targeted support to individual augmentees and their families throughout the deployment cycle, from pre-deployment preparation to reintegration.
- **Volunteer Corps:** Cultivating and managing a dedicated team of volunteers who are essential to the success of family outreach events and the broader support network. Their contributions are invaluable.

We are stronger together. By prioritizing family readiness, we strengthen our Marines, Sailors, and ultimately, our ability to accomplish any mission.

The 1st Marine Logistics Group Family Readiness Command Team is dedicated to ensuring our Marines, Sailors, Civilians, and families are mission ready. The Group Sergeant Major and I are here to ensure the success of the UPFRP. Supporting us in that endeavor is the Headquarters and Service Battalion Unit Readiness Coordinator, SSgt Kemerly Lopez, who may be reached at kemerly.lopez@usmc.mil.

T. R. ELDREDGE

Sergeant Major, U.S. Marine Corps

O. J. RANDALL

Brigadier General, U.S. Marine Corps



COMMANDING GENERAL'S SEXUAL ASSAULT AWARENESS AND PREVENTION POLICY STATEMENT

Sexual Assault is a crime that impacts not only the United States Marine Corps but our society. Sexual assault is defined as intentional sexual contact, characterized by the use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent. This crime is not restricted by gender, age, or rank.

I expect every Marine, Sailor, and Civilian in 1st Marine Logistics Group to actively combat sexual assault through:

- Creating a climate where mutual respect is expected and enforced every day.
- Actively participating in sexual assault prevention and response education and training.
- Demonstrating the moral courage to intervene when a fellow Marine, Sailor, or Civilian needs assistance.
- Supporting victims of sexual assault to receive appropriate care and preserving their privacy and dignity.

Full participation with leadership is our greatest weapon in the fight against sexual assault. Leaders at all levels are charged to diligently study and embrace MCO 1752.5C and GruO 1750.ID, the Sexual Assault Prevention and Response (SAPR) Program. Commanders will appoint, at a minimum, one Sexual Assault Response Coordinator (SARC) per regiment and two SAPR Victim Advocates (VA) per battalion. When a sexual assault occurs, commanders shall utilize the resources available through the SAPR VAs and SARCs to respond effectively.

Victims who elect to make an unrestricted report of sexual assault will only have their identity released to those with a need-to-know. Victims who elect to file a restricted report will have their privacy honored to the utmost extent possible while receiving the appropriate care required.

Last, we expect each of you to continue to strengthen our program. We must ensure that all who desire to serve may do so in an environment of trust, dignity, and respect. While we have made progress on preventing and responding to sexual assault, the job is far from complete. Eliminating sexual assault will take a coordinated community effort, and I challenge everyone to accept responsibility for achieving this goal. Our Marines, Sailors, Civilian Marines, and family members deserve nothing less.

To report a sexual assault or speak with a Victim Advocate, call: Camp Pendleton 24/7 Sexual Assault Support line at (760) 500-1707 or the DoD Safe Helpline at (877) 995-5247.

T. R. ELDREDGE
Sergeant Major, U.S. Marine Corps

O. J. RANDALL
Brigadier General, U.S. Marine Corps



COMMANDING GENERAL'S PROHIBITED ACTIVITIES & CONDUCT POLICY STATEMENT

People. Our Marines and Sailors are our greatest strength, and our decisive warfighting advantage.

Bullying, harassment, hazing, prohibited discrimination, and sexual harassment are not merely violations of policy; they are attacks on our combat readiness. These actions erode the cohesion, discipline, and trust, necessary unit traits for victory on the battlefield.

SgtMaj and I are absolutely committed to a professional environment built on equal opportunity, where every Marine, Sailor, and Civilian is evaluated solely on individual merit and treated with fairness, dignity, and respect. This is more than doing what is right by law; it is about maximizing our warfighting potential. A climate of respect fosters the psychological safety necessary for innovation, effective communication, and the bold initiative required in combat.

There are no bystanders in eradicating prohibiting activities. Every member of 1st MLG has a responsibility to uphold our standards of conduct. Leaders, in particular, must demonstrate unwavering commitment to preventing and addressing prohibited behaviors. When any form of misconduct is reported or observed, you are charged with taking appropriate action.

We will investigate all complaints of Prohibited Activity and Conduct thoroughly and promptly. We understand that reporting such incidents can be difficult, and we guarantee protection from any form of retaliation for those who come forward.

Report incidents to your Chain of Command and/or the Command Equal Opportunity Advisor. These leaders are empowered at various levels with the authorities to assist in addressing alleged violations and more importantly protecting victims. Remember, preventing prohibited activities is not a secondary concern, it is fundamental to our ability to answer our nation's call and maintain our warfighting advantage.

The 1st MLG Equal Opportunity Advisor can be contacted at office: (760) 763-6331 or cell: (760) 576-9149.

T. R. ELDREDGE
Sergeant Major, U.S. Marine Corps

O. J. RANDALL
Brigadier General, U.S. Marine Corps



COMMANDING GENERAL'S SAFETY POLICY STATEMENT

As a warfighting organization, 1st Marine Logistics Group operates in an environment where hazards are inherent. While we cannot eliminate risk, we can control it. Our commitment to a professional, proactive risk management approach is not about avoiding risk, it's about being risk aware and making informed decisions that safeguard our Marines and Sailors, and ultimately, enhance our combat effectiveness.

Effective risk management isn't simply a procedural requirement; it's a cornerstone of trust, unit cohesion, and our ability to succeed in any operational environment. Leadership at every level is responsible for fostering a safety culture where identifying and mitigating hazards is prioritized. This requires consistent, active engagement with our operators, the Marine Corps Safety Management System and diligent practice of its four pillars: Policy and Leadership, Risk Management, Safety Assurance, and Safety Promotion & Training.

We must empower every Marine and Sailor to proactively identify and address potential hazards. This means moving beyond simply reacting to incidents, and instead, embedding risk assessment into every task, from routine maintenance to complex operations. When resources and time are limited, focus on realistic, impactful mitigation strategies, those that provide the greatest reduction in risk given the circumstances.

A strong safety culture is built on open communication. 1st MLG expects and encourages the honest reporting of hazards, errors, and near-misses – without fear of reprisal. Every member of this command is a safety observer, and your vigilance can prevent injury and save lives.

To ensure continuous improvement, consistently apply the Plan-Do-Check-Act cycle:

Plan: Establish a clear plan to achieve the desired outcome. Incorporating lessons learned is paramount in planning.

Do: Implement the plan with diligence.

Check: Evaluate actual results against the intended outcome.

Act: Apply corrective actions to refine the process and improve future performance.

Our dedication to personal and professional excellence demands that we prioritize proactive risk management. By consistently applying these principles, we will maintain our combat readiness and 1st MLG's position as a premier warfighting organization.

T. R. ELDREDGE

Sergeant Major, U.S. Marine Corps

O. J. RANDALL

Brigadier General, U.S. Marine Corps