



UNITED STATES MARINE CORPS
TRAINING AND EDUCATION COMMAND
1019 ELLIOT ROAD
QUANTICO, VIRGINIA 22134

IN REPLY REFER TO:

5830

(b) (6)

10 Aug 16

From: (b) (6)

To: Commanding General, Training and Education Command

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES
SURROUNDING THE DEATH OF (b) (6), THIRD
RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH
2016

Ref: (a) JAGINST 5800.7F (JAGMAN)
(b) (b) (2)
(c) (b) (2)
(d) MCO 3504.2A (OPREP-3 Reporting)
(e) MCO 3404.4e (MARCORCASASTPRO)
(f) MHU SOP
(g) MARADMIN 580/12 (Reporting Requirements ICO DODSER)
(h) Reg Policy Ltr 2-16
(i) MARADMIN 073/14 (MIP)
(j) MCO 1200.17E (MOS MANUAL)
(k) MCO P5060.20 w/ Ch 1 (Marine Corps Drill and
Ceremonies Manual)
(l) MCO 1500.59 (Marine Corps Martial Arts Program)
(m) (b) (2)
(n) MCO 1510.32F
(o) SECNAV M-5210.1
(p) MARADMIN 363/06
(q) TRNGCMD Policy Ltr 13-14
(r) (b) (2)
(s) (b) (2)
(t) (b) (2)
(u) (b) (2)
(v) (b) (2)
(w) (b) (2)
(x) (b) (2)
(y) (b) (2)
(z) (b) (2)
(aa) Reg Policy Ltr Equal Opportunity
(bb) Reg Policy Ltr Hazing
(cc) Reg Policy Ltr Safety

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(b) (6)

(b) (6) Interview Transcript
(b) (6) Standard Medical Evaluation Form A
Beaufort County Sherriff's Office 911 Call Log dtd 28 Mar 16
(b) (6) BMH Medical Record
(b) (6) Preliminary Autopsy Report
(b) (6) Final Autopsy Report
Brigadier General Terry V. Williams Interview Transcript Part 1 dtd 4 May 16
Brigadier General Terry V. Williams Interview Transcript Part 2
Brigadier General Terry V. Williams Audio Part 3
(b) (6) Interview Transcript dtd 3 May 16 Part 1
(b) (6) Interview Transcript Part 2
Summary of Interview ICO (b) (6)
(b) (6) Interview Transcript dtd 30 Apr 16
Summary of Interview ICO (b) (6)
Summary of Interview ICO (b) (6)
(b) (6) Interview Transcript dtd 28 Apr 16
Summary of Interview ICO (b) (6)
Summary of Interview ICO (b) (6)
Summary of Interview ICO (b) (6) dtd 16 Apr 16
Summary of Interview ICO (b) (6) dtd 21 Apr 16
Summary of Interview ICO (b) (6)
Summary of Interview ICO (b) (6) dtd 17 Apr 16
Summary of Interview ICO (b) (6)
Summary of Interview ICO (b) (6)
Summary of Interview ICO (b) (6)

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(b) (6) Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED]
Drill Instructor Jacket ICO (b) (6) [REDACTED]
[REDACTED]
Marine Corps Order 1200.17E (MOS Manual)
Company K Team Composition Matrix
Drill Instructor Jacket ICO (b) (6) [REDACTED]
[REDACTED]
(b) (2) [REDACTED]
[REDACTED]
[REDACTED]
Navy Regulation 0802
(b) (6) [REDACTED] Email dtd 10 Feb 16
(b) (2) [REDACTED]
(b) (2) [REDACTED]
[REDACTED]
(b) (6) [REDACTED] Email dtd 9 Jun 16
Summary of Interview ICO (b) (6) [REDACTED]
Summary of Interview ICO (b) (6) [REDACTED]
Drill Instructor Jacket ICO (b) (6) [REDACTED]
[REDACTED]
Drill Instructor Jacket ICO (b) (6) [REDACTED]
[REDACTED]
(b) (6) [REDACTED] Email dtd 5 Apr 16
Drill Instructor Jacket ICO (b) (6) [REDACTED]
[REDACTED]
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED]
Summary of Interview ICO (b) (6) [REDACTED]
FD-1 Scoop Sheet
Drop and Add Stats and Rosters
Training Matrix
Marine Corps Order 1510.32F (Recruit Training)
Company K Schedule
Eight Day Brief ICO (b) (6) [REDACTED]
Third Recruit Training Battalion Billeting Diagram
Squad Bay Photo 1
Squad Bay Photo 2
Squad Bay Photo 3
Floor Plan B Diagram
Squad Bay Photo 4
Squad Bay Photo 5
Squad Bay Photo 6
Floor Plan A Diagram

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(b) (6) Summary of Interview ICO (b) (6) [REDACTED]
dtd 13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd
13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 15 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 17 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 14
Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 15 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 15 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd
15 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 23 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 15 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 15 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED]
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 17 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 17 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 23 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 17 Apr 16
Summary of Mass Interview ICO Recruit Separation
Platoon

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(b) (6) Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 13
Apr 16
Marine Corps Drill and Ceremonies Manual
Scuzz Brush and (b) (6) [REDACTED] Note
Picture
Summary of Interview ICO (b) (6) [REDACTED]
dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 15 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd
13 apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 12 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED]
Summary of Interview ICO (b) (6) [REDACTED]
dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 13 Apr 16
Firewatch Rosters Platoon 3042
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 12 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 13 Apr 16
NCIS statement (b) (6) [REDACTED]
Summary of Interview ICO (b) (6) [REDACTED]
dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 12 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
dtd 13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED] dtd 13 Apr 16

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(b) (6) [REDACTED] Summary of Interview ICO (b) (6) [REDACTED] dtd 12 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 12 April 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 12 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 14 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 13 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 12 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 12 Apr 16
Summary of Interview ICO (b) (6) [REDACTED] dtd 12 Apr 16
(b) (2) [REDACTED]
(b) (6) [REDACTED] Evaluation Card
PMO Report dtd 13 Mar 16
(b) (6) [REDACTED] Email dtd 13 Mar 16
(b) (6) [REDACTED] Email dtd 2 Dec 16
(b) (2) [REDACTED]
[REDACTED]
Recruit Incident Report Emails
HQMC Operational Report Email
MCO 3504.2A OPREP-3 (Incident Reporting)
Summary of Interview ICO (b) (6) [REDACTED]
SOI East Email dtd 12 July 16
SOI West Email dtd 12 July 16
MARADMIN 073/14 (Marine Intercept Program)
MARADMIN 461/15 (Update to Marine Intercept Program)

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(b) (6) Marine Corps Order 1720.2 (Suicide Prevention Program)
Marine Corps Order 3040.4 (Marine Corps Casualty Assistance Program)
MARADMIN 580/12 DOD Suicide Reporting Requirements
Mental Health Unit Attrition Email dtd 7 Apr 16
Summary of Interview ICO (b) (6) [REDACTED]
[REDACTED]
Recruit Liaison Services Form ICO (b) (6) [REDACTED]
[REDACTED]
(b) (6) [REDACTED] Mental Health Unit Documents
Mental Health Unit Standard Operating Procedures
Inter-Service Support Agreement
Summary of Interview ICO (b) (6) [REDACTED]
MHU Trial Training West Coast - Email
(b) (2) [REDACTED]
[REDACTED]
(b) (6) [REDACTED] Email dtd 1 Dec 15
PMO Statement (b) (6) [REDACTED]
(b) (6) [REDACTED] Note
PMO Statement (b) (6) [REDACTED]
NCIS Statement (b) (6) [REDACTED]
NCIS Statement (b) (6) [REDACTED]
Summary of Interview ICO (b) (6) [REDACTED]
Summary of Interview ICO (b) (6) [REDACTED]
(b) (2) [REDACTED]
NCIS Diagram of (b) (6) [REDACTED] Fall
NCIS Interview (b) (6) [REDACTED]
Photo #1 of Access Stairs
Photo #2 of Access Stairs
(b) (6) [REDACTED] MUSC Medical Record
PMO Dispatch Log
Station 1 Phone Log
(b) (6) [REDACTED] Basic Individual Record
(b) (6) [REDACTED] Basic Individual Record
(b) (6) [REDACTED] Basic Individual Record
Summary of Interview ICO (b) (6) [REDACTED]
(b) (6) [REDACTED] Basic Individual Record
(b) (6) [REDACTED] Basic Individual Record
Platoon 3042 Firewatch Logbook

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(b) (6)

(b) (6) Drill Instructor Jacket
PAO Media Release
Summary of Interview ICO (b) (6)
Relief for Cause Packages
Summary of Interview ICO (b) (6)
Summary of Interview ICO (b) (6)
(b) (6) Computer Screenshot
Recruit Training Regiment Legal Tracker
(b) (6) Email dtd 19 Aug 15
Summary of Interview ICO (b) (6)
Marine Corps Order 5354.1D W CH 1
Recruit Training Regiment Logbook (2008-2015)
Change of Command Article
Summary of Interview ICO (b) (6)
Interview Transcript of (b) (6)
Interview Transcript of (b) (6)
(b) (2)
(b) (6) Command Investigation
(b) (6) Command Investigation
(b) (6) Allegation dtd 3 Nov 15
(b) (6) Email 5 Nov 15 at 1319
(b) (6) Email 5 Nov 15 at 1336
(b) (6) Email 5 Nov 15 at 1445
(b) (6) Email 5 Nov 15 at 1511
(b) (6) Email 5 Nov 15 at 1544
(b) (6) Email dtd 5 Nov 15
(b) (6) Email dtd 6 Nov 15
Summary of Interview ICO (b) (6)
Lance Corporal Personal Interview Sheet
(b) (6) Email dtd 13 Nov 15
(b) (6) Email dtd 19 Feb 16
(b) (6) Email dtd 11 Apr 16
(b) (6) dtd 3 Dec 16
(b) (6) dtd 24 Jan 16
Effective Roster 1 Apr 16
Effective Roster 5 Feb 16
(b) (6) Email dtd 19 Apr 16
(b) (6) dtd 2 Feb 16
Defense Travel System Email to (b) (6)

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(b) (6) [REDACTED] Email dtd 9 Feb 16
Summary of Interview ICO (b) (6) [REDACTED]
(b) (6) [REDACTED] Email dtd 15 Mar 16
(b) (6) [REDACTED] Email dtd 19 Apr 16
(b) (6) [REDACTED] Email dtd 19 Feb 16
(b) (6) [REDACTED] Email dtd 29 Apr 16
(b) (6) [REDACTED] Email dtd 15 Mar 16
(b) (6) [REDACTED] Email dtd 3 May 16
(b) (6) [REDACTED] Email dtd 18 Mar 16

Preliminary Statement

1. In accordance with the references, and as directed by enclosures (1)-(5), a command investigation was conducted into the facts and circumstances surrounding the death of (b) (6) [REDACTED] on 18 March 2016. Additionally, the Investigating Officer was tasked with providing specific comments on whether the existing policies, standing operating procedures, and orders, including reference (b) (2) [REDACTED], should be revised.

2. Summary.

a. This investigation recommends punitive or administrative action against eight (8) Marines, including (b) (6) [REDACTED]

[REDACTED] (b) (6) [REDACTED]
[REDACTED]
[REDACTED], (b) (6) [REDACTED]
(b) (6) [REDACTED], (b) (6) [REDACTED]
[REDACTED]
[REDACTED], (b) (6) [REDACTED]
[REDACTED], and (b) (6) [REDACTED]
[REDACTED] and (b) (6) [REDACTED].

Additionally, this investigation recommends changes to existing policies, standard operating procedures, and orders; to include the (b) (2) [REDACTED], and improvements in training for recruit training leaders and other commanders. It further recommends investigation into (b) (6) [REDACTED] care provided by the Mental Health Unit of the Naval Hospital.

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b. On 18 March 2016, (b) (6) ██████████ vaulted over a stairwell railing on the third deck of the Company K recruit training barracks on board Marine Corps Recruit Depot Parris Island. He fell to the ground below where he impacted a stairwell. The injuries he sustained in the fall resulted in (b) (6) ██████████ death. The facts and circumstances indicated several factors contributed to (b) (6) ██████████ death, including maltreatment by his drill instructor team, leadership failures at multiple levels of command, and administrative and process failures, that if avoided, could have the reduced the risk of his death.

c. The leadership, supervisory, and administrative failures at the company, battalion, and regimental levels set the conditions permitting this tragic event to unfold. Evidence was found of multiple errors and omissions, to include failures to supervise and take required actions by a number of officers and staff non-commissioned officers in the recruit's chain of command, some of which rose to the level of dereliction of duty. At the battalion and regimental level, there were leadership, administrative, and process failures which led to the assignment of (b) (6) ██████████ as the (b) (6) ██████████ of (b) (6) ██████████ platoon, despite credible allegations of prior recruit abuse. Additionally, the investigation revealed administrative and process failures which limited awareness by the leadership at the Depot level regarding recruit abuse and hazing.

d. Lastly, the investigation revealed process flaws and deficiencies in mental health care policies and procedures, both in the Mental Health Unit at the Naval Hospital and in the Recruit Training Regiment that caused (b) (6) ██████████ to be evaluated as fit for training when there were clear indications that he should have been disqualified. These issues also resulted in his return to his training platoon without the benefit of a mental health trial training program designed to assist recruits with difficulty adapting to the recruit training environment. These factors were exacerbated by lapses in coordination and communication between the Recruit Training Regiment and the Mental Health Unit.

3. Pursuant to enclosure (1), I was appointed as the investigating officer by Brigadier General T. V. Williams, U.S. Marine Corps, Commanding General, Marine Corps Recruit Depot

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(b) (6) ██████████ ██████████, on 7 April 2016.
(b) (6) ██████████ ██████████, U.S. Marine Corps, (b) (6) ██████████ ██████████, (b) (6) ██████████ ██████████, was assigned as the legal advisor for the investigation. During the course of the investigation, (b) (6) ██████████ ██████████ and the personnel assigned to the (b) (6) ██████████ ██████████, (b) (6) ██████████ ██████████, were deemed to be fact witnesses, a situation which required the assignment of a new legal advisor. On 26 April 2016, the Commanding General, Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region, assigned (b) (6) ██████████ ██████████, USMC, (b) (6) ██████████ ██████████, (b) (6) ██████████ ██████████, as the legal advisor, and extended the completion date for the report of investigation to 15 May 2016 (encl (2)). On 4 May 2016, the Commanding General, Training and Education Command, assumed responsibility of this investigation as the Commanding General, Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region became a fact witness in the investigation. The new convening order extended the completion date for the report to 15 June 2016 (encl (3)). The increasing scope and complexity of the investigation required additional time to complete. I requested an extension for an additional 10 days on 14 June 2016, and an extension for an additional 28 days on 28 June 2016 (encls (4) and (5)). The extensions were granted resulting in a final due date of 15 July 2016.

4. This report of investigation addresses all known events and processes that may have contributed to (b) (6) ██████████ death. The investigation included an in-depth examination of all available facts and circumstances from the time that (b) (6) ██████████ ██████████ began the process of recruitment until his death on 18 March, 2016, in addition to some events occurring after his death. All relevant and reasonably available evidence was collected. Documents, publicly available directives, and official correspondence were gathered through consent of the individual, where required, and also through the use of a search authorization. Testimonial evidence was gathered via in-person and telephonic interviews conducted by the investigation team. Initially, by agreement with (b) (6) ██████████ ██████████, (b) (6) ██████████ ██████████, (b) (6) ██████████ ██████████, the Investigating Officer did not notify the leadership of allegations of past conduct that would not immediately endanger recruits, in order to create a

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permissive environment for fact gathering during the investigation. Unfortunately, during witness interviews with recruits from platoon 3042, allegations of ongoing physical abuse arose, necessitating the notification of the command and suspension of two drill instructors from their duties while the investigation continued. Subsequently, as the command rightly moved to address shortcomings and set corrective actions in motion, the investigative team found it more difficult to obtain information relevant to practices in place prior to (b) (6) ██████████ death.

5. During the course of the investigation, several difficulties were encountered, as outlined below.

a. Conflicts and missing information.

1. Several witnesses provided limited or no information to the investigating officer when requested. (b) (6) ██████████ was cooperative and helpful during the investigation and during his interview; however, when questioned about his failure to relieve (b) (6) ██████████ and others of their duties as drill instructors while they were under investigation, he invoked his right to remain silent. (b) (6) ██████████ witnesses also invoked their rights to counsel or silence as indicated in section 2.e., below.

2. Due to the inherently chaotic and stressful conditions occurring in the process of recruit training, particularly during the first phase of training, recruits often cannot recall specific dates or times of events they have witnessed. Additionally, the noise of drill instructors' and fellow recruits' voices, combined with a requirement for recruits to stare straight ahead at the "position of attention" affected the perceptions of recruits on deck in the squadbay and in the training area, limiting the number of visual witnesses and their actual observances of events as they occurred. Further, a platoon policy that any recruit who looked at another recruit who was undergoing incentive training was bound to join him caused recruits to avert their eyes when being watched by the drill instructors.

b. Records Management. Due to failures at several levels within the chain of command to properly execute custodial responsibility of records and their routing, the investigation

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team had difficulty obtaining information required. This problem was specifically encountered while trying to obtain prior command investigations into allegations of recruit abuse at Third Recruit Training Battalion and the Recruit Training Regiment, the record of disposition of (b) (6) ██████████ personal effects, personnel reports, battalion-level orders for personnel movements, and drill instructor training jackets.

c. Records of Email Correspondence. The Investigating Officer determined that access to information stored in the email accounts of Marines within the chain of command was necessary to complete the investigation (encl (6)). A command authorization to search for the emails was executed by the Commanding General, Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region, while he was the convening authority responsible for the investigation (encl (7)). The search authorization was forwarded with an official request from the Investigating Officer to the Marine Corps Network Operations and Security Center via the legal advisor on 27 April 2016 (encl (8)). The emails were not obtained until 16 May 2016 due to the size of the request, the need for supplemental identifying information to complete the request, and the required processing time. Upon receipt of the data, investigators noted that the amount of data received was very large, since the Marine Corps Network Operations and Security Center apparently did not sort the data via a Boolean tool. The large amount of data required significant manpower and time to review and sort for relevant information.

d. Independent legal review of (b) (6) correspondence. Emails belonging to both the (b) (6) ██████████ and (b) (6) ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, and (b) (6) ██████████ ██████████ ██████████, were included in the search. Due to the possibility of violating (b) (6) ██████████ held between (b) (6) ██████████ and the various commanders assigned to Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region, an additional review of the emails was necessary to ensure that only emails dealing directly with the investigation were turned over to the investigating officer. (b) (6) ██████████ ██████████ ██████████, U.S. Marine Corps, an active duty judge advocate, was assigned to conduct the review of the emails, a so-called "taint review," which she completed on 23 May 2016 (encl (9)). The approved materials were provided to the investigating officer on 24 May 2016. The

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external hard drive with the emails provided for (b) (6) ██████████ ██████████ review is currently in the possession of the (b) (6) ██████████, (b) (6) ██████████, ██████████, (b) (6) ██████████ ██████████.

e. Medical Personnel Participation. As stated in paragraph 2.d. above, the investigation team identified several areas of concern with the medical care provided to (b) (6) ██████████; however, gaining the cooperation of the medical personnel was complicated by several factors, including a reluctance on the part of the hospital to provide information about (b) (6) ██████████ care based on perceived Health Insurance Portability and Accountability Act (HIPAA) restrictions, the supported/supporting relationship between the Recruit Depot and the Navy command, and the desire of witnesses to seek legal advice or avoid perceived self-incrimination. (b) (6) ██████████, (b) (6) ██████████, stated that he would not speak with the investigative team unless an attorney was present. (b) (6) ██████████, (b) (6) ██████████, invoked his right to remain silent during a portion of the interview relating to (b) (6) ██████████ care. As a result, I have recommended a separate inquiry by officials from Navy Medicine be conducted into the adequacy of care provided to (b) (6) ██████████.

6. This investigation is marked "FOR OFFICIAL USE ONLY" because it contains personally identifying information (PII) protected under the Privacy Act, 5 U.S.C. § 522(a). Information covered under HIPAA and its various implementing regulations is also contained in this investigation and must be safeguarded.

7. Personnel Contacted

- (a) Brigadier General Terry V. Williams EDIPI:
(b) (6) ██████████ USMC
- (b) (b) (6) ██████████ EDIPI: (b) (6) ██████████
USMC
- (c) (b) (6) ██████████ EDIPI: (b) (6) ██████████
USMC
- (d) (b) (6) ██████████ EDIPI: (b) (6) ██████████
USMC
- (e) (b) (6) ██████████ EDIPI:
(b) (6) ██████████ USMC
- (f) (b) (6) ██████████ EDIPI:
(b) (6) ██████████ USMC

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) [REDACTED], THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

- (g) (b) (6)
- (h) (b) (6) EDIPI: (b) (6)
USMC
- (i) (b) (6) EDIPI: (b) (6)
USMC
- (j) (b) (6) EDIPI:
(b) (6) USMC
- (k) (b) (6) EDIPI: (b) (6)
USMC
- (l) (b) (6)
- (m) (b) (6) EDIPI: (b) (6)
USMC
- (n) (b) (6) EDIPI: (b) (6) USMC
- (o) (b) (6) EDIPI: (b) (6) USMC
- (p) (b) (6) EDIPI: (b) (6) USMC
- (q) (b) (6) EDIPI: (b) (6)
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- (r) (b) (6) EDIPI: (b) (6) USMC
- (s) (b) (6) EDIPI: (b) (6)
USMC
- (t) (b) (6) EDIPI: (b) (6)
USMC
- (u) (b) (6) EDIPI:
(b) (6) USMC
- (v) (b) (6) EDIPI:
(b) (6) USMC
- (w) (b) (6)
- (x) (b) (6) EDIPI:
(b) (6) USMC
- (y) (b) (6) EDIPI:
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- (z) (b) (6) EDIPI:
(b) (6) USMC
- (aa) (b) (6) EDIPI:
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- (bb) (b) (6) EDIPI:
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- (cc) (b) (6) EDIPI:
(b) (6) USMC
- (dd) (b) (6) EDIPI:
(b) (6) USMC
- (ee) (b) (6) EDIPI:
(b) (6) USMC
- (ff) (b) (6) EDIPI:

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) [REDACTED], THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

- (gg) (b) (6) [REDACTED] USMC
(b) (6) [REDACTED] EDIPI:
- (hh) (b) (6) [REDACTED] USMC
(b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (ii) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (jj) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (kk) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (ll) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (mm) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (nn) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (oo) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (pp) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (qq) (b) (6) [REDACTED] EDIPI:
(b) (6) [REDACTED] USMC
- (rr) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (ss) (b) (6) [REDACTED] EDIPI:
(b) (6) [REDACTED] USMC
- (tt) (b) (6) [REDACTED] EDIPI:
(b) (6) [REDACTED] USMC
- (uu) (b) (6) [REDACTED] [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (vv) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (ww) (b) (6) [REDACTED] EDIPI:
(b) (6) [REDACTED] USMC
- (xx) (b) (6) [REDACTED] [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (yy) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED] USMC
- (zz) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC
- (aaa) (b) (6) [REDACTED] EDIPI:
(b) (6) [REDACTED] USMC
- (bbb) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) [REDACTED], THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

(ccc) (b) (6) [REDACTED] EDIPI:
(b) (6) [REDACTED] USMC

(ddd) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(eee) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(fff) (b) (6) [REDACTED] [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(ggg) (b) (6) [REDACTED] EDIPI:
(b) (6) [REDACTED] USMC

(hhh) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(iii) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(jjj) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED] USMC

(kkk) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(lll) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED] USMC

(mmm) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED] USMC

(nnn) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(ooo) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(ppp) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(qqq) (b) (6) [REDACTED] EDIPI:
(b) (6) [REDACTED] USMC

(rrr) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(sss) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
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USMC

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(b) (6) [REDACTED] USMC

(vvv) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(www) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(xxx) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]
USMC

(yyy) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED] USMC

(zzz) (b) (6) [REDACTED] EDIPI: (b) (6) [REDACTED]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

USMC

(aaaa) (b) (6) ██████████ EDIPI: (b) (6) ██████████
USMC

(bbbb) (b) (6) ██████████ EDIPI: ██████████
(b) (6) ██████████ USMC

(cccc) (b) (6) ██████████ EDIPI: ██████████
(b) (6) ██████████ USMC

(dddd) (b) (6) ██████████ EDIPI: (b) (6) ██████████
USMC

(eeee) (b) (6) ██████████ EDIPI: (b) (6) ██████████
USMC

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USMC

(gggg) (b) (6) ██████████ EDIPI: (b) (6) ██████████
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(hhhh) (b) (6) ██████████ ██████████ EDIPI: ██████████
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(iiii) (b) (6) ██████████ EDIPI: (b) (6) ██████████
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USMC

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Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

sustaining injuries resulting in his death. [Encls (21), (22), (23), (24)]

(b) (6) ██████████ Chain of Command

12. Brigadier General Williams was the Commanding General of Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region. [Encls (25), (26), (27)]

13. (b) (6) ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encls (28), (29)]

14. (b) (6) ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (30)]

15. (b) (6) ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (31)]

16. (b) (6) ██████████ (b) (6) ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (32)]

17. (b) (6) ██████████ was the (b) (6) ██████████ ██████████ ██████████, the (b) (6) ██████████ ██████████ ██████████. [Encl (33)]

18. (b) (6) ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (34)]

19. (b) (6) ██████████ (b) (6) ██████████ was (b) (6) ██████████ ██████████. [Encl (35)]

20. (b) (6) ██████████ was (b) (6) ██████████ ██████████ and assumed the billet on 30 November 2015. [Encl (36)]

21. (b) (6) ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (37)]

22. (b) (6) ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (38)]

23. (b) (6) ██████████ ██████████ ██████████ ██████████. [Encl (39)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

24. As (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (39)]

25. (b) (6) ██████████ ██████████ ██████████ was out of the office on paternity leave, which began before Platoon 3042 was picked up and ended after (b) (6) ██████████ ██████████ ██████████ death. [Encl (39)]

26. During (b) (6) ██████████ ██████████ ██████████ absence, (b) (6) ██████████ ██████████ ██████████ served as (b) (6) ██████████ ██████████ ██████████. [Encl (40)]

27. (b) (6) ██████████ ██████████ ██████████ was (b) (6) ██████████ ██████████ ██████████ in charge of (b) (6) ██████████ ██████████ ██████████. [Encl (40)]

28. (b) (6) ██████████ ██████████ ██████████ for (b) (6) ██████████ ██████████ ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (41)]

29. (b) (6) ██████████ ██████████ ██████████ for Platoon 3042 was (b) (6) ██████████ ██████████ ██████████. [Encl (19)]

30. (b) (6) ██████████ ██████████ ██████████, often referred to as (b) (6) ██████████ ██████████ ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (42)]

31. Platoon 3042's (b) (6) ██████████ ██████████ ██████████, also known as (b) (6) ██████████ ██████████ ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encl (43)]

32. Platoon 3042's (b) (6) ██████████ ██████████ ██████████, also known as (b) (6) ██████████ ██████████ ██████████ was (b) (6) ██████████ ██████████ ██████████. [Encls (44), (45)]

Platoon 3042, Company K, Third Recruit Training Battalion

33. Drill instructors supervise and instruct or assist in commanding and instructing a recruit platoon. [Encl (46)]

34. Drill instructor teams are organized with a senior drill instructor and drill instructors. The drill instructors are unofficially billeted by experience, as the experienced drill instructor, and "numbered hats," i.e., third hat, fourth hat, etc. [Encl (47)]

35. (b) (6) ██████████ ██████████ ██████████ was assigned as (b) (6) ██████████ ██████████ ██████████ for Platoon 3042. This was his first cycle as a (b) (6) ██████████ ██████████ ██████████. [Encls (19), (48)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

36. (b) (6) ██████████ checked in to Third Recruit Training Battalion on 18 June 2014. [Encl (48)]

37. (b) (6) ██████████ had previously served as a drill instructor for three recruit training cycles: twice as a numbered hat and once as an experienced drill instructor. Platoon 3042 was his fourth cycle as a drill instructor. [Encl (48)]

38. (b) (6) ██████████ drill instructor jacket (record) does not include any references to allegations of misconduct, recruit abuse, or any written counselings. [Encl (48)]

39. During a recruit training tour, drill instructors normally rotate to a billet away from recruit training platoons, usually for a period of seven to eleven months. This is commonly referred to as being "on quota." [Encl (49)]

40. (b) (6) ██████████ went on quota to (b) (6) ██████████ ██████████ on 5 August 2015. [Encl (48)]

41. Pursuant to his inherent command authority, (b) (6) ██████████ ██████████ approved transfers within the elements of his (b) (6) ██████████. [Encls (36), (50)]

42. On 1 February 2016, (b) (6) ██████████ returned to a recruit training company as (b) (6) ██████████ ██████████, Third Recruit Training Battalion. [Encl (48)]

43. On 8 March 2016, (b) (6) ██████████ was moved from (b) (6) ██████████ to serve as (b) (6) ██████████ ██████████ for Platoon 3042, Company K, Third Recruit Training Battalion. [Encl (48)]

44. The senior drill instructor of a platoon is generally regarded as the billet most important to the success of a recruit training platoon. [Encls (31), (33)]

45. (b) (6) ██████████ taught his subordinate drill instructors that in order to be successful at training recruits they needed to "hate recruits." [Encl (19)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

This hierarchy places the senior drill instructor on top, the experienced drill instructor in the middle, and the numbered hats at the bottom. [Encls (19), (33), (34), (38), (39), (42), (43), (44), (47), (48), (55), (56)]

56. The goal is for drill instructors to move up within the hierarchy. [Encls (33), (34), (36), (48), (57), (58)]

57. Drill instructors are evaluated on their performance within their individual "roles" as a numbered hat, experienced drill instructor, or senior drill instructor. [Encls (34), (39), (48), (57)]

58. The numbered hats are largely evaluated on their ability to stress and discipline recruits. [Encls (34), (38), (39), (43), (44), (48), (55), (57)]

59. Within the "green belt" drill instructors (experienced drill instructors and numbered hats) of Company K, the roles of the drill instructors were based primarily on drill field seniority. [Encl (47)]

60. (b) (6) ██████████ stated he was trained and believed that numbered hats should be running around like "cavemen." [Encl (19)]

61. (b) (6) ██████████ believed the third hat had more of a teaching responsibility than the fourth hat. [Encl (19)]

62. (b) (6) ██████████ believed only the experienced drill instructor should teach drill. [Encls (19), (39)]

63. (b) (6) ██████████ stated that he "would be surprised to see a third hat teaching drill." [Encl (39)]

64. The Recruit Depot leadership was aware of "hat hazing" within the Recruit Training Regiment. [Encls (30), (32), (33), (34)]

65. (b) (6) ██████████ had (b) (2) ██████████ ██████████ designed to prevent "hat hazing." [Encls (31), (52)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

66. (b) (6) ██████████ stated that he saw less hat hazing after the publication of (b) (2) ██████████ ██████████. [Encl (32)]

67. (b) (6) ██████████, (b) (6) ██████████, has heard or witnessed the following:

- a. Numbered hats consistently running unnecessarily;
- b. Drill instructors not allowing new drill instructors to sit in the duty hut;
- c. Drill instructors making new drill instructors sleep on the floor instead of in the racks in the duty hut;
- d. Sergeants standing at parade rest to speak to other sergeants in order to show respect to drill instructors in a "higher" billet. [Encl (38)]

68. (b) (6) ██████████ stated that he took proactive steps to ensure that these things did not occur in his company. [Encl (38)]

69. (b) (6) ██████████, (b) (6) ██████████ ██████████, has heard some drill instructors say that an experienced drill instructor's job is to make a fourth hat quit. [Encl (30)]

70. Numbered hats in the Recruit Training Regiment are known to run unnecessarily while the senior drill instructors and experienced drill instructors do not. [Encls (19), (30), (34), (38), (55), (59)]

71. (b) (6) ██████████ stated that he does not see SDIs running but that he does see EDIs, 3rd, and 4th hats running. [Encl (32)]

72. On one occasion, (b) (6) ██████████ observed a drill instructor running at sling arms in the Service "C" uniform. When asked why he was running, the Marine responded, "I am a drill instructor. It is what is expected. It is a sign of weakness or laziness [if I do not] and this is how I develop discipline and endurance." [Encl (34)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

73. (b) (6) ██████████ has witnessed drill instructors running everywhere and believed that there was a sense of entitlement amongst the senior drill instructors and experienced drill instructors. [Encl (30)]

74. (b) (6) ██████████, who has completed multiple combat tours in both Iraq and Afghanistan, to include being a part of named operations, was not allowed to teach recruits because he was a numbered hat. (b) (6) ██████████ believed his role was to "run and scream." [Encls (19), (43), (60)]

75. Platoon 3042 was (b) (6) ██████████ second full training cycle as a drill instructor. [Encls (43), (60)]

76. (b) (6) ██████████ stated that he routinely "got in trouble" in his previous platoon for straying from his intended role and trying to teach recruits. [Encl (43)]

77. (b) (6) ██████████ was assigned as the third hat for Platoon 3042, Company K, Third Recruit Training Battalion. [Encls (43), (47)]

78. (b) (6) ██████████ found it frustrating that with 15 years of experience, as a third hat, he was limited to screaming and would get in trouble for trying to teach or talk to the recruits. [Encl (43)]

79. (b) (6) ██████████ stated that there are some drill instructors that feel the need to "bad mouth" and overly stress new drill instructors. [Encl (32)]

80. (b) (6) ██████████ stated the command had indications that there was a lack of professionalism on the part of some senior drill instructors who were treating junior drill instructors like recruits. [Encl (32)]

81. (b) (6) ██████████ believed that hat hazing could lead to mistreatment of recruits. [Encl (38)]

82. (b) (6) ██████████ believed that hat hazing could lead to mistreatment of recruits. [Encl (30)]

83. (b) (6) ██████████ did not allow his drill instructors to eat in the chow hall during recruit meal times and instead

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required his drill instructors to eat in the duty hut. [Encl (19)]

84. (b) (6) ██████████ directed his drill instructors to spend their time during recruit meal times making corrections on recruits' behavior in the chow hall. [Encl (19)]

85. (b) (6) ██████████ promised his drill instructors that he would give them breaks and provide them food and drinks, especially during the "brutal" first ten days of training. [Encl (19)]

86. (b) (6) ██████████ was assigned as (b) (6) ██████████ for Platoon 3042, Company K, Third Recruit Training Battalion. [Encls (42), (57)]

87. (b) (6) ██████████ had previously served as a drill instructor for three cycles: two as a numbered hat and one as an experienced drill instructor. [Encls (42), (57)]

88. From 1 April 2015 to 21 October 2015, (b) (6) ██████████ worked on quota as a martial arts instructor. [Encl (57)]

89. (b) (6) ██████████ was assigned as the fourth hat for Platoon 3042, Company K, Third Recruit Training Battalion. (b) (6) ██████████ had previously served one partial cycle as a drill instructor. [Encls (44), (45), (47)]

90. (b) (6) ██████████ stated that his role as a fourth hat was to run, scream, make corrections constantly, incentive train, and teach limited knowledge. [Encl (44)]

91. On 5 April 2016, (b) (6) ██████████ wrote in an email that, according to his Fitbit, he runs an average of 29 miles per day while serving as the fourth hat. [Encl (59)]

92. In addition to the drill instructors assigned to Platoon 3042, from 15 to 19 March 2016, two student drill instructors, (b) (6) ██████████ and (b) (6) ██████████ were present with the platoon to observe recruit training as part of their training to become drill instructors. [Encls (61), (62)]

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104. At the end of the squadbay, opposite the head, is the drill instructors' duty hut, also known as the "senior drill instructor's house" or "drill instructors' house." [Encls (39), (55), (69), (77)]

105. The duty hut is separated from the squadbay by a wall with a window and a door that opens to the squadbay. [Encls (69), (73), (77)]

106. The area of the squadbay directly in front of the duty hut and up to the first recruit's rack is called the quarterdeck. This area also contains rubber mats for "incentive training." [Encls (73), (74), (75), (76), (78), (79)]

107. The main squadbay has two exits, each with double doors, or "hatches" that open outward. The "front hatch" is located at the same end of the squadbay as the duty hut. The "back hatch" or "rear hatch" is located at the opposite end of the squadbay adjacent to the head. [Encls (74), (77)]

108. The aisle in the center of the squadbay (center aisle) is known as the "highway," the "center highway," the "drill instructor highway," or the "senior drill instructor's highway." It is marked with blue lines about fifteen feet apart that run the length of the squadbay. [Encls (19), (74), (75), (76)]

109. The recruits' bunk beds (racks) are arranged on each side of the center aisle. [Encl (74)]

110. When ordered to "get on line," recruits stand at the position of attention at the end of their racks, facing the center aisle in the middle of the squadbay with their feet on the lines demarcating the center aisle. [Encls (19), (74)]

111. Marine Corps Order 1510.32F (RECRUIT TRAINING) requires that recruit training be conducted in a professional manner and prohibits hazing, maltreatment, and abuse of authority. [Encl (66)]

112. (b) (2) [REDACTED]
[REDACTED] [Encl (16)]

113. (b) (2) [REDACTED]
[REDACTED]

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(b)(2) [REDACTED]
[REDACTED]
[REDACTED] [Encl (16)]

114. (b)(2) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[Encl (16)]

115. (b)(2) [REDACTED]
[REDACTED]
[REDACTED] [REDACTED]. [Encl

(16)]

116. (b)(2) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]. [Encl (16)]

117. The recruits of Platoon 3042 were subject to hazing and maltreatment through the execution of unauthorized incentive training. [Encls (79), (80), (81), (82), (83), (84), (85), (86), (87), (88), (89), (90), (91), (92), (93), (94), (95), (96), (97), (98)]

118. (b)(2) [REDACTED]
[REDACTED] [Encl (16)]

119. Incentive training was ordered by the drill instructors of Platoon 3042 on multiple occasions in the recruit shower and included exercises colloquially referred to as "down-ups," "pay-me's," "lunges," and "electric chairs." [Encls (83), (86), (87), (88), (95), (97)]

120. "Down-ups" are performed by a recruit by first standing upright with his arms down at his sides; he then quickly drops to a pushup position on the floor and uses his arms to lower his body to the prone position. He then pushes himself up off the

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deck and quickly returns to the starting position (standing). [Encls (86), (87)]

121. A "pay-me" is performed like a "down-up," but when the recruit is in the prone position he extends his arms past his head and slaps the deck before returning to the push-up position and jumping back to the starting position. [Encls (86), (87)]

122. "Lunges" are performed by stepping forward with one leg far enough to place the opposite knee on the deck while the forward thigh is parallel to the deck, touching the knee to the deck, and then repeating with the opposite leg. Recruits conducted lunges from one end of the shower room to the other. [Encls (79), (83), (97)]

123. "Electric chairs" are performed by having recruits squat with their backs pressed against the shower walls with their thighs parallel to the deck and their heels against the wall. During "electric chairs," drill instructors also made the recruits hold their arms extended parallel to the deck, in front of their bodies. [Encls (79), (83), (91), (94), (95), (97), (99), (100), (101)]

124. Unauthorized incentive training was also ordered on several occasions in the squadbay through the repeated movement, carrying and holding out of footlockers, daypacks and laundry detergent bottles, and requiring recruits to "clean" the squadbay in stressful and painful positions. [Encls (79), (80), (81), (82), (83), (84), (85), (86), (87), (88), (89), (90), (91), (92), (93), (94), (95), (96), (97), (98)]

125. A recruit's footlocker has a metal handle on each side and is roughly the same width as a recruit's twinsized rack. It is used to store a recruit's gear and personal items. [Encl (74)]

126. Unauthorized incentive training using footlockers was colloquially referred to as "bus drivers" and "trail arms." [Encls (79), (80), (81), (82), (83), (84), (85), (86), (87), (88), (89), (90), (91), (92), (93), (94), (95), (96), (97), (98)]

127. "Bus drivers" were performed by recruits standing on line holding their footlockers either against their chests or with their arms fully extended and parallel to the deck while turning

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142. (b) (6) [REDACTED] routinely violated the regulations regarding touching recruits by physically assaulting them. [Encls (79), (85), (88), (89), (93), (106), (107), (108)]

143. (b) (6) [REDACTED] choked (b) (6) [REDACTED] in the shower and caused (b) (6) [REDACTED] head to hit the wall three times. [Encls (79), (89), (106)]

144. The drill instructors of Platoon 3042 specifically directed recruits to assault other recruits and authorized them to use physical force to enforce rules in the squadbay and classrooms. [Encls (79), (85), (89), (90), (91), (93), (94), (95), (107)]

145. (b) (6) [REDACTED] ordered (b) (6) [REDACTED] to choke (b) (6) [REDACTED]. [Encls (79), (89), (93)]

146. When (b) (6) [REDACTED] only pretended to choke (b) (6) [REDACTED], (b) (6) [REDACTED] pushed (b) (6) [REDACTED] aside and choked (b) (6) [REDACTED] until (b) (6) [REDACTED] was satisfied. [Encls (79), (86), (89), (90), (93), (109), (110), (111)]

147. (b) (6) [REDACTED] ordered (b) (6) [REDACTED] to choke (b) (6) [REDACTED] and (b) (6) [REDACTED] complied. [Encls (85), (107)]

148. While standing firewatch, (b) (6) [REDACTED] was attempting to set up a podium made of footlockers. (b) (6) [REDACTED] kicked a footlocker (b) (6) [REDACTED] was carrying causing (b) (6) [REDACTED] to fall which resulted in a cut on his arm and a bruise on his leg. [Encls (79), (81), (99), (101), (112), (113), (114)]

149. (b) (6) [REDACTED] stated that while standing firewatch (b) (6) [REDACTED] forced him to choke himself with a dog tag chain (thin metal chain) when he failed to report his post properly. [Encl (95)]

150. (b) (6) [REDACTED] ordered (b) (6) [REDACTED] to engage in unauthorized incentive training by making him clean the floor of the squadbay with a towel without letting his knees touch the deck. [Encls (84), (95), (99)]

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167. (b) (2) [REDACTED]
[REDACTED]
[REDACTED]. [Encl (136)]

168. On 17 March 2016, Platoon 3042 received instruction on Marine Corps Martial Arts Program punches and then practiced the newly learned techniques. [Encl (47)]

169. (b) (6) [REDACTED] was paired with (b) (6) [REDACTED] during Marine Corps Martial Arts Program training. (b) (6) [REDACTED] was instructed by (b) (6) [REDACTED] to engage in drills that were different from what the Marine Corps Martial Arts Program instructors were teaching, in that (b) (6) [REDACTED] ordered the throwing of "a flurry of punches" as hard as (b) (6) [REDACTED] could punch. During the drill, (b) (6) [REDACTED] was punched once on the right side of his body, once in the jaw, and once in the body. [Encl (91)]

170. Prior to pairing (b) (6) [REDACTED] with (b) (6) [REDACTED] for punching drills, (b) (6) [REDACTED] told (b) (6) [REDACTED], "I told you I would get mine," and ordered (b) (6) [REDACTED] to hold a pad with broken straps for (b) (6) [REDACTED] to punch. (b) (6) [REDACTED] dropped the bag and was struck several times in the body, sustaining two broken ribs from the assault. [Encls (83), (99)]

171. (b) (6) [REDACTED] told (b) (6) [REDACTED], "(b) (6) [REDACTED], you're going to pay for that" and "MCMAP is today, (b) (6) [REDACTED]" [Encl (101)]

172. (b) (6) [REDACTED] has heard drill instructors in referencing pending Marine Corps Martial Arts Program training say words to the effect of "just wait; you'll get yours," and "just wait; we'll settle this later." [Encl (100)]

173. (b) (6) [REDACTED] paired (b) (6) [REDACTED] against (b) (6) [REDACTED] for punching practice. The drill instructors told (b) (6) [REDACTED] not to listen for the Marine Corps Martial Arts Program instructor's commands, but instead "just to keep punching." [Encls (99), (100)]

174. (b) (6) [REDACTED] weighed about 227 pounds. [Encl (137)]

175. (b) (6) [REDACTED] weighed about 188 pounds. [Encl (138)]

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206. Like (b) (6) [REDACTED], (b) (6) [REDACTED] was diagnosed with rhabdomyolysis and pneumonia before being dropped from Platoon 3042. [Encls (91), (140)]

207. The Recruit Drop Roster lists the reason for (b) (6) [REDACTED] drop only as pneumonia. [Encl (64)]

208. (b) (2) [REDACTED]
[REDACTED]
[REDACTED] [Encl (16)]

13 March - (b) (6) [REDACTED] (b) (6) [REDACTED]

209. (b) (2) [REDACTED]
[REDACTED]
[REDACTED] [Encl (16)]

210. (b) (2) [REDACTED]
[REDACTED] [Encl (16)]

211. Prior to 0720 on 13 March 2016, (b) (6) [REDACTED] told (b) (6) [REDACTED] that he (b) (6) [REDACTED] if required to return to training. [Encls (18), (19), (20), (139)]

212. When asked how (b) (6) [REDACTED], (b) (6) [REDACTED] replied that he would (b) (6) [REDACTED] [Encls (18), (19), (20), (139)]

213. (b) (6) [REDACTED] asked (b) (6) [REDACTED] how his family would feel if he returned home from training without becoming a Marine, and (b) (6) [REDACTED] answered that he would (b) (6) [REDACTED] [Encl (18)]

214. (b) (6) [REDACTED] stated that he recognized that he was not convincing (b) (6) [REDACTED] to continue his training, so (b) (6) [REDACTED] asked (b) (6) [REDACTED], (b) (6) [REDACTED], to speak with (b) (6) [REDACTED] as well. [Encls (18), (117)]

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215. During the ensuing discussion with (b)(6) ██████████ ██████████, (b)(6) ██████████ interrupted him and stated, "The future does not matter. (b)(6) ██████████ ██████████ [Encls (18), (41), (117)]

216. (b)(6) ██████████ directed (b)(6) ██████████ to call emergency medical services in order to transport (b)(6) ██████████ ██████████ to Beaufort Memorial Hospital. [Encl (117)]

217. (b)(6) ██████████ inquired whether (b)(6) ██████████ had experienced previous (b)(6) ██████████ ██████████, to which (b)(6) ██████████ ██████████ responded that he had previous (b)(6) ██████████ ██████████, but had not told his recruiter about them. [Encl (117)]

218. (b)(6) ██████████ then instructed (b)(6) ██████████ to remove his belt and shoelaces while he awaited transport to the hospital. [Encl (117)]

219. (b)(6) ██████████ indicated to (b)(6) ██████████ that he could be administratively separated from the Marine Corps for fraudulent enlistment because he had failed to disclose (b)(6) ██████████ ██████████ (b)(6) ██████████ was present at the time of the discussion. [Encls (19), (117)]

220. (b)(6) ██████████ went to the company office to inform the (b)(6) ██████████ ██████████, (b)(6) ██████████ ██████████, that (b)(6) ██████████ ██████████ had expressed a (b)(6) ██████████ ██████████ and that (b)(6) ██████████ ██████████ was calling emergency medical services. [Encl (117)]

221. At 0720 on 13 March 2016, (b)(6) ██████████ ██████████ called emergency medical services, and military police were dispatched to the Third Recruit Training Battalion barracks. [Encl (18)]

222. At 0724, military police arrived and spoke with (b)(6) ██████████ ██████████, who told them that he "could not handle" drill instructors yelling at him and hitting him. [Encls (37), (117)]

223. (b)(6) ██████████ dismissed (b)(6) ██████████ ██████████ complaint of being hit as mere "drill corrections" by his drill instructors. [Encls (41), (117)]

224. At 0740, the request to have (b)(6) ██████████ ██████████ taken to the hospital for further evaluation was denied by fire dispatch

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based on emergency medical services protocol that required a recruit engage in self-harm or an actual suicide attempt to qualify for emergency transport. [Encls (19), (117), (141)]

225. At 0748, (b) (6) [REDACTED] was notified of (b) (6) [REDACTED] (b) (6) [REDACTED]. [Encls (117), (141)]

226. (b) (6) [REDACTED] informed (b) (6) [REDACTED] that emergency medical services would not take (b) (6) [REDACTED] to Beaufort Memorial Hospital and that (b) (6) [REDACTED] had made allegations of being hit by the drill instructors. [Encl (117)]

227. At 0828, (b) (6) [REDACTED] reported to (b) (6) [REDACTED], (b) (6) [REDACTED], via email that (b) (6) [REDACTED] had made a (b) (6) [REDACTED] [REDACTED] [REDACTED] (b) (6) [REDACTED] [REDACTED]. [Encl (142)]

228. (b) (6) [REDACTED] ordered (b) (6) [REDACTED] to be "cross-decked," meaning that he would be billeted in an adjacent platoon's squadbay with a full-time recruit (b) (6) [REDACTED] [Encls (19), (36), (37), (41), (56), (142)]

229. A (b) (6) [REDACTED] is a recruit who is charged with watching the cross-decked recruit at all times, including overnight. By local rules, the shadow watch operates as an additional firewatch. The recruit being watched must request permission to leave the rack and the shadow watch must wake up the drill instructor if anything goes wrong. [Encls (19), (37), (40), (41), (142)]

230. (b) (2) [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [Encl (16)]

231. (b) (2) [REDACTED] [REDACTED] [Encl (16)]

232. (b) (6) [REDACTED] went back to the company office to discuss how to transport (b) (6) [REDACTED] to Beaufort Memorial Hospital. [Encl (117)]

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249. Platoon 3042 received instruction from their drill instructors regarding what constituted proper drill corrections. [Encls (19), (36), (43)]

250. (b) (6) [REDACTED] dismissed (b) (6) [REDACTED] allegation as a "drill correction." [Encls (19), (36), (43)]

251. (b) (6) [REDACTED] accepted (b) (6) [REDACTED] dismissal of the allegation as a "drill correction" without further investigation. [Encl (40)]

252. During the personal interview, (b) (6) [REDACTED] asked no specific questions about (b) (6) [REDACTED] allegation that he had been hit by his drill instructors. Instead, he used the general format of a personal interview and accepted (b) (6) [REDACTED] general denial of physical abuse. [Encl (40)]

253. After completing the personal interview, (b) (6) [REDACTED] annotated in (b) (6) [REDACTED] Recruit Evaluation Card that a "[Personal Interview] was conducted in accordance to the Recruit Training Order and there were no allegations." [Encl (139)]

254. (b) (6) [REDACTED] failed to report to (b) (6) [REDACTED] (b) (6) [REDACTED] allegation that his drill instructors had hit him. [Encls (37), (142)]

255. (b) (2) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED].
[Encl (144)]

256. (b) (2) [REDACTED]
[REDACTED]
[REDACTED]. [Encl (16)]

257. (b) (6) [REDACTED] stated he believed (b) (6) [REDACTED] statement that he did not like being hit was ambiguous, and that statement did not represent a "violation" without more details. [Encl (37)]

258. (b) (6) [REDACTED] stated that he relied upon the "violation" language in the Recruit Training Order, paragraph 6008.1, to

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(b) (2) [REDACTED]
[REDACTED]
[REDACTED]. [Encl (147)]

267. The Recruit Training Regiment currently does not file an OPREP-3 Serious Incident Report in the event of suicidal ideations by a Marine or recruit unless the Marine or recruit actually makes a bona fide suicidal ideation as diagnosed by a mental health provider. [Encl (31)]

268. An OPREP-3 Serious Incident Report was not made concerning (b) (6) [REDACTED] 13 March (b) (6) [REDACTED]. By the common understanding of the staff at Marine Corps Recruit Depot Parris Island at the time, an OPREP-3 Serious Incident Report was not required. [Encls (147), (148), (149), (150)]

269. The Marine Intercept Program was promulgated by MARADMIN 073/14 on 21 February 2014, and is not applicable to the Marine Corps Reserve or the Marine Corps Recruit Depots. [Encl (151)]

270. MARADMIN 073/14 distinguishes the Marine Intercept Program from the Marine Corps utilization of standardized reporting systems for suicidal ideations. The Marine Intercept Program still references the Commander's requirement to report suicidal ideations per Marine Corps Order 3504.2A. [Encl (151)]

271. On 23 September 2015, the Marine Intercept Program was updated by MARADMIN 461/15. MARADMIN 461/15 makes reference to the Commander's requirement to complete a Serious Incident Report on all suicidal ideations. [Encls (147), (152)]

272. Marine Corps Order 3040.4, the Marine Corps Casualty Assistance Program, dated 1 March 2011, requires apparent suicide attempts be verified by medical authorities prior to being reported via a Department of Defense Suicide Event Report, but the order does not discuss suicidal ideations. [Encl (153)]

273. Marine Corps Order 1720.2, the Marine Corps Suicide Prevention Program, dated 10 April 2012, and defines a suicidal ideation as "any thought of engaging in suicide-related behavior." [Encl (154)]

274. The Marine Corps Suicide Prevention Program requires a Department of Defense Suicide Event Report for suicides and

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282. (b) (6) ██████████ met with (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████ ██████████ ██████████. [Encl (157)]

283. (b) (6) ██████████ said that drill instructors who accompany recruits to Recruit Liaison Services normally stay in a separate waiting room so that the recruits are more comfortable and will speak honestly. [Encl (157)]

284. (b) (6) ██████████ stood about ten feet away from (b) (6) ██████████ while the recruit talked to (b) (6) ██████████ ██████████. [Encl (157)]

285. (b) (6) ██████████ explained to (b) (6) ██████████ the rights set forth on the "RIGHTS/ACKNOWLEDGEMENT STATEMENT" [sic] used by the Recruit Liaison Services. [Encl (157)]

286. The Recruit Liaison Services requires recruits to fill out a rights advisement and acknowledgment statement prior to talking with the Recruit Liaison Services staff. [Encls (157), (158)]

287. The Recruit Liaison Services rights/acknowledgment form is similar to an Article 31(b), Uniform Code of Military Justice Rights Advisement; however, it does not provide a place to inform the recruit of the nature of any suspected violations. [Encl (158)]

288. The Recruit Liaison Services rights/acknowledgment form differs from Article 31(b), Uniform Code of Military Justice Rights Advisements in that the Recruit Liaison Services form tells recruits that any statements they make may be used in further waiver and/or discharge/separation proceedings rather than at a trial by court-martial. [Encl (158)]

289. (b) (6) ██████████ provided a voluntary statement in which he said that he had told (b) (6) ██████████ that he "wants to quit and this recruit (b) (6) ██████████. This Recruit thought it was the only way to quit. This Recruit never meant that and regrets it." [Encl (159)]

290. (b) (6) ██████████ told (b) (6) ██████████ ██████████ that he believed that threatening to (b) (6) ██████████ ██████████ was the easy way to

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get out of recruit training, but that he now recognized that "he had said something stupid." [Encl (157)]

291. (b) (6) [REDACTED] stated that he was now motivated to return to training. [Encl (157), (159)]

292. During his interview with (b) (6) [REDACTED], (b) (6) [REDACTED] denied to (b) (6) [REDACTED] any history of expressing (b) (6) [REDACTED]. [Encl (157)]

293. After meeting with (b) (6) [REDACTED] at the Recruit Liaison Services Office, (b) (6) [REDACTED] was taken to the (b) (6) [REDACTED]. [Encls (19), (20), (37), (158), (159)]

294. The Mental Health Unit's primary function is to serve as a mental health urgent care clinic for recruits. [Encl (160)]

295. The Mental Health Unit's hours of operation are 0630 to 1530 on weekdays, or until recruit business is completed, whichever is later. [Encl (160)]

296. There is an Interservice Support Agreement between the Commanding General, Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region, and (b) (6) [REDACTED], capturing the entirety of the command relationship between (b) (6) [REDACTED] and Marine Corps Recruit Depot Parris Island. [Encl (161)]

297. Contrary to the mental health providers preference to see recruits first, the Mental Health Unit standard operating procedures require that recruits be referred to the Mental Health Unit only after being properly assessed by (b) (6) [REDACTED], (b) (6) [REDACTED], and (b) (6) [REDACTED]. [Encl (160)]

298. The Mental Health Unit standard operating procedures states that because its focus is on recruits in training, its mission is distinct from, and higher risk than, a traditional outpatient clinic. [Encl (160)]

299. (b) (6) [REDACTED], evaluated (b) (6) [REDACTED] at the Mental Health Unit in the Branch Medical Clinic on board MCRD Parris Island. [Encl (162)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) [REDACTED], THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

(b) (2) [REDACTED]
[REDACTED]
[REDACTED] [Encl (160)]

330. (b) (2) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] [Encl (160)]

331. (b) (2) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] . [Encl (160)]

332. (b) (2) [REDACTED]
[REDACTED]
[REDACTED] [Encl (160)]

333. (b) (2) [REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED] . [Encl (160)]

334. (b) (2) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] . [Encl (160)]

335. (b) (2) [REDACTED]
[REDACTED]
[REDACTED] . [Encl (160)]

336. (b) (2) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] . [Encl (165)]

337. (b) (2) [REDACTED]
[REDACTED]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

346. Before the platoon left the squadbay to go to morning chow, (b) (6) ██████████ yelled at (b) (6) ██████████ because the recruit was not sounding off. [Encls (61), (62)]

347. Instead of speaking or yelling, (b) (6) ██████████ pointed to his throat and silently mouthed words. [Encls (61), (62)]

348. While (b) (6) ██████████ and (b) (6) ██████████ were yelling at him, (b) (6) ██████████ handed a note to (b) (6) ██████████. [Encls (61), (62)]

349. (b) (6) ██████████, walked up to them, took the note, and told the drill instructor student observers, including a staff non-commissioned officer, to "go away" before he addressed (b) (6) ██████████ himself. [Encls (42), (61), (62)]

350. (b) (6) ██████████ gave (b) (6) ██████████ note to (b) (6) ██████████ without reading it, and quickly left the squad bay as directed. [Encl (166)]

351. (b) (6) ██████████ note said, "This recruit has to go to medical. This recruits throat has been swollen for 3 days and is getting worse. When this recruit drinks and eats, it hurts and has trouble. This recruit also coughed blood a few times last night. And this recruit completely lost his voice and can barely whisper. This recruits whole neck is in a lot of pain." [sic] [Encl (167)]

352. (b) (6) ██████████ told (b) (6) ██████████ that they would deal with the matter after morning chow. [Encl (42)]

353. (b) (6) ██████████ gave (b) (6) ██████████ note to (b) (6) ██████████ before the platoon left the squadbay for morning chow. [Encls (42), (168), (169)]

354. As the meal ended, (b) (6) ██████████ said that he asked (b) (6) ██████████ for help distributing cups, but (b) (6) ██████████ ignored him and sat at the table staring blankly. [Encl (115)]

355. Between approximately 0510 and 0530, Platoon 3042 returned to their barracks and began cleaning the squadbay. [Encls (18), (169), (170)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

356. (b) (6) ██████████ ordered (b) (6) ██████████ to report to him in the front of the squadbay near the quarterdeck, purportedly to fill out a sick call chit so that (b) (6) ██████████ could go to medical. [Encls (18), (169), (170)]

357. (b) (6) ██████████ appeared irritated that (b) (6) ██████████ repeatedly failed to report in, or provide the appropriate greeting of the day. [Encls (19), (78), (96), (97), (108), (112), (116), (119), (124), (171)]

358. (b) (6) ██████████ ordered (b) (6) ██████████ to engage in a series of "get-backs," requiring (b) (6) ██████████ to run between the entrance of the head at the back of squadbay and the front of the squadbay near the quarterdeck. [Encls (19), (78), (96), (97), (108), (116), (124), (171)]

359. The distance between the quarterdeck and the head is approximately 144 feet. [Encl (77)]

360. During the course of the "get-backs," (b) (6) ██████████ placed his hands around his throat so that his thumbs were touching the front of his neck, while his other fingers were wrapped around the back his neck and his forearms were parallel to the floor. At some point, (b) (6) ██████████ began to cry. [Encls (19), (78), (89), (96), (97), (104), (108), (112), (115), (116), (120), (121), (130), (170), (172)]

361. (b) (6) ██████████ told (b) (6) ██████████ words to the effect of, "I don't care what's wrong with you. You're going to say something back to me." [Encl (19)]

362. As (b) (6) ██████████ returned to (b) (6) ██████████, he then dropped or fell to the floor, still clutching his throat. [Encls (19), (90), (104), (105), (113), (115), (118), (124), (130), (135)]

363. (b) (6) ██████████ and (b) (6) ██████████ stated that they believed (b) (6) ██████████ was actually unconscious when he fell to the ground. [Encls (19), (93)]

364. Eight of the recruits who observed (b) (6) ██████████ drop to the floor near the quarterdeck believed (b) (6) ██████████ was feigning unconsciousness. [Encls (80), (104), (105), (115), (116), (118), (124), (130)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

372. After being slapped, (b) (6) ██████████ stood up holding his face, turned away from (b) (6) ██████████, and ran once more in the direction of the head. [Encls (19), (43), (44), (85), (89), (90)]

373. Upon passing the last rack on the right, (b) (6) ██████████ veered toward the rear hatch and forcefully opened the door leading out to stairwell 1A. [Encls (18), (19), (43), (73), (85), (89), (90), (121), (133)]

374. (b) (6) ██████████ ran to the railing in the stairwell and vaulted over it by placing his hands on the railing and attempting to propel his legs over. [Encls (90), (121)]

375. While attempting to vault the railing, (b) (6) ██████████ foot or feet caught the railing. [Encls (90), (121)]

376. After (b) (6) ██████████ foot or feet caught the railing, he appeared to trip or tumble over the railing. [Encl (90)]

377. (b) (6) ██████████ fell approximately 38.5 feet to the ground below. [Encl (174)]

378. (b) (6) ██████████ landed on the access stairs between the ground level and the stairwell. [Encls (18), (175)]

379. The access stairs consisted of eight concrete steps, with steel hand rails along each side and one in the center. [Encls (176), (177)]

380. Medical personnel later concluded that (b) (6) ██████████ (b) (6) ██████████. [Encl (178)]

381. (b) (6) ██████████ ran down the stairwell to render aid to (b) (6) ██████████, where he tried to immobilize (b) (6) ██████████ head and neck. [Encls (18), (170)]

382. (b) (6) ██████████ saw (b) (6) ██████████ exit the back hatch, then called 911. [Encls (170), (179)]

383. (b) (6) ██████████, (b) (6) ██████████, was walking between Buildings 683 and 684 while conducting his rounds when he heard (b) (6) ██████████ impact the stairwell. [Encls (69), (174), (175)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

384. (b) (6) ██████████ called 911 and initially reached Beaufort County's 911 dispatcher before he was transferred to Parris Island's dispatcher. [Encl (175)]

385. (b) (6) ██████████ and (b) (6) ██████████ were in the duty hut with the hatch closed during the course of these events. [Encls (44), (169)]

386. After hearing commotion in the squadbay, (b) (6) ██████████ called (b) (6) ██████████. [Encl (169)]

387. (b) (6) ██████████ ran down the stairs to assist (b) (6) ██████████. [Encl (44)]

388. Marine Corps Recruit Depot Parris Island Station 1 received the emergency call for (b) (6) ██████████ at 0536 and immediately dispatched Unit M-54 and TRK-572, advanced life support vehicle, with six emergency services personnel. [Encl (180)]

389. At approximately 0540, Unit M-54 arrived at Building 683 and began to treat (b) (6) ██████████. [Encl (180)]

390. On-scene paramedics told the dispatcher they needed a Life Flight air ambulance (air ambulance) to transport (b) (6) ██████████ to a hospital in Savannah, Georgia, but they were told by the dispatcher that the air ambulance was unable to respond due to unfavorable weather conditions. [Encl (180)]

391. A second air ambulance transport from Charleston, South Carolina, was arranged with an estimated time of arrival of 30 minutes. [Encl (180)]

392. In anticipation of the air ambulance's arrival, the paramedics took (b) (6) ██████████ to the parade deck where he would be readily available for transfer onto the air ambulance. [Encl (180)]

393. Due to the delayed response time of the air ambulance, the paramedics decided to transport (b) (6) ██████████ to Beaufort Memorial Hospital via ground. [Encl (180)]

394. At 0653, (b) (6) ██████████ arrived at Beaufort Memorial Hospital in Beaufort, South Carolina. [Encl (22)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

Continued Hazing and Abuse of Platoon 3042

403. After (b) (6) ██████████ death, (b) (6) ██████████ was assigned as the third hat for Platoon 3042. [Encls (79), (84), (100), (101), (104)]

404. Instances of recruit abuse continued to occur in Platoon 3042 after the death of (b) (6) ██████████. [Encls (79), (84), (100), (101), (104)]

405. (b) (2), (b) (6) ██████████ ██████████ by choking recruits and grabbing recruits by the blouse. [Encls (47), (78), (84), (88), (100), (101), (115)]

406. (b) (2), (b) (6) ██████████ by unlawfully grabbing recruits, to include placing his hands around recruits' necks and choking them. [Encls (79), (84), (100), (101), (104)]

407. While the recruits were getting dressed and undressed repeatedly, (b) (6) ██████████ grabbed (b) (6) ██████████ with both hands around the throat, choking the recruit so that he could not breathe. [Encl (104)]

408. (b) (6) ██████████ had to rip himself out of (b) (6) ██████████ grasp to make the drill instructor stop. [Encl (104)]

409. (b) (6) ██████████ observed (b) (6) ██████████ choke (b) (6) ██████████ near the mess hall because (b) (6) ██████████ failed to sound off to (b) (6) ██████████ satisfaction. [Encl (104)]

410. (b) (6) ██████████ required recruits to perform unauthorized incentive training by causing the recruits to "scuzz brush the squadbay," which required each recruit to place both of his hands on the brush, with the bristles on the deck, and push the brush along the deck. [Encls (85), (88), (105)]

411. (b) (6) ██████████ required recruits to perform unauthorized incentive training by causing them to repetitively move footlockers and hold footlockers and other objects parallel to the deck for the purpose of causing pain and exhaustion. [Encls (88), (105)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) [REDACTED], THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

434. (b) (6) [REDACTED]
[REDACTED]
[REDACTED]. [Encl (185)]

435. (b) (6) [REDACTED]
[REDACTED]. [Encl (185)]

436. (b) (6) [REDACTED]
[REDACTED]. [Encl (186)]

437. (b) (6) [REDACTED]
[REDACTED]. [Encl (186)]

438. (b) (6) [REDACTED]
[REDACTED]. [Encl (186)]

439. (b) (6) [REDACTED] [REDACTED]
[REDACTED]. [Encl (186)]

440. (b) (6) [REDACTED] first encountered (b) (6) [REDACTED] on 13 March, when he learned of (b) (6) [REDACTED] verbal threat of (b) (6) [REDACTED] [Encl (37)]

441. (b) (6) [REDACTED] understood that the role of the officer in recruit training is to supervise training. [Encl (37)]

442. (b) (6) [REDACTED] referred to officer supervision as the "stock answer" to the role of the officer. [Encl (37)]

443. Instead, (b) (6) [REDACTED] believed that the most important role of the officer is to "create a climate that points the company in the right direction" and that an officer will "fail if he plans to be on deck at all times in order to catch drill instructor misconduct." [Encl (37)]

444. The following are a list of quotations which demonstrate the command philosophy of (b) (6) [REDACTED] at Company K:

a. "The climate is more important because if the drill instructors want to hide something from you they can;"

b. "The drill instructors are with the recruits 24/7 and if your plan as an officer is to always be there to catch it, you will fail;"

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b)(6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

c. "You cannot be on every deck all the time, and even if you were on the decks frequently, you would undermine the senior drill instructor and drill instructors;"

d. "Officers do not spend time on deck because training stops if an officer comes on deck;"

e. "Leadership is different in the fleet than in the Recruit Training Battalion. In the fleet the officer will know more about his MOS than anyone else. Here by design, you do not know the subject matter;" and,

f. "The only reason we [officers] are here is because of Ribbon Creek." [Encl (37)]

445. (b)(6) ██████████ believed that "drill instructors know how to stay out of trouble because of the training they receive at drill instructor school," and that his role is to help them to stay out of trouble by eliminating external stressors like family problems and internal stressors like a focus on attrition. [Encl (37)]

446. (b)(6) ██████████ stated that he was taught that officers should always make their presence known when they enter the squadbays or the duty huts, so he would normally announce his presence by raising the blinds in the duty hut or standing prominently in front of the window so that he could be seen by anyone in the squadbay. [Encl (37)]

447. Other than scheduled hygiene inspections, Company K officers rarely spent any time in the squadbays observing drill instructors interacting with recruits. Instead, they observed the actions of the drill instructors and recruits through the duty hut window. [Encls (37), (39), (40), (41)]

448. Platoon 3042's recruit firewatch logbook does not record duty personnel entering or exiting its deck between 14 March 2016, and the morning of 18 March 2016. [Encl (187)]

449. The officers of Third Recruit Training Battalion did not walk the squadbays for the purpose of supervision of recruit training without their enlisted counterparts. [Encls (36), (37), (38), (40), (41), (55), (99)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) [REDACTED] [REDACTED] [REDACTED] THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

468. On 29 July 2015, an Inspector General of the Marine Corps Hotline Complaint Investigation was initiated into allegations of military reprisal by (b) (6) [REDACTED]. [Ref (ii)]

469. During the course of the military reprisal investigation evidence of new misconduct by (b) (6) [REDACTED] came to the IGMC's attention. [Ref (ii)]

470. The Inspector General of the Marine Corps substantiated allegations against (b) (6) [REDACTED] for (b) (6),

(b) (7)

(B)

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]. [Ref (ii)]

471. (b) (6) [REDACTED] attempted to influence (b) (6) [REDACTED] testimony to the Inspector General with a favorable fitness report. [Encl (35)] [Ref (ii)]

472. (b) (6) [REDACTED] stated (b) (6) [REDACTED] routinely ridiculed, belittled, and threatened his (b) (6) [REDACTED] [REDACTED] [Encl (35)]

473. (b) (6) [REDACTED] routinely told (b) (6) [REDACTED] company commanders that the difference between a board selected commander and (b) [REDACTED] company commanders was that the company commanders could easily be fired. [Encls (35), (192), (195)]

474. (b) (6) [REDACTED] once advised (b) (6) [REDACTED] battalion that they all could consider themselves as having a non-punitive letter of caution, meaning that only more serious forms of punishment would be considered for future lapses. [Encls (35), (36), (193)]

475. (b) (6) [REDACTED] was routinely abrasive in his interactions with his officers. [Encls (35), (190), (193)]

476. (b) (6) [REDACTED] believed his biggest challenge was ending recruit abuse and applied "all [his] authorities and all [his] control" to stop it. [Encls (34), (190)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) [REDACTED], THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

485. (b) (6) [REDACTED] kept a redacted copy of the (b) (6) [REDACTED] command investigation on his work computer and told (b) (6) [REDACTED] words to the effect that, "this could happen to me." [Encls (35), (199)]

486. (b) (6) [REDACTED] was perceived to be motivated by his own self-interest rather than by the performance or well-being of his command. [Encls (31), (35), (193), (198)]

487. After (b) (6) [REDACTED] relief, (b) (6) [REDACTED] began to treat disciplinary matters with more leniency. [Encls (35), (192), (193), (197)]

488. (b) (6) [REDACTED], there were no relief-for-cause packages submitted by (b) (6) [REDACTED]. [Encls (196), (200)]

489. The company grade officers in Third Recruit Training Battalion generally believed that (b) (6) [REDACTED] became inconsistent in (b) (6) [REDACTED] decision making process. [Encls (36), (190), (191), (198)]

490. On 7 July 2015, (b) (6) [REDACTED], Platoon 3068, (b) (6) [REDACTED], alleged that (b) (6) [REDACTED] rubbed a scuzz brush on the side of his face as punishment for leaving the brush in the duty hut. [Ref (11)]

491. On 8 July 2015, (b) (6) [REDACTED] directed (b) (6) [REDACTED] to conduct a command investigation into the allegations made by (b) (6) [REDACTED]. [Ref (11)]

492. (b) (6) [REDACTED] command investigation substantiated the allegation made by (b) (6) [REDACTED] and recommended that (b) (6) [REDACTED] be relieved for cause and that charges be referred to a special court-martial for trial. [Ref (11)]

493. On 10 July 2015, (b) (6) [REDACTED] submitted his report of investigation to (b) (6) [REDACTED] which included color photographs of (b) (6) [REDACTED] injuries. [Ref (11)]

494. On 13 July 2015, (b) (6) [REDACTED] endorsed (b) (6) [REDACTED] command investigation saying that he would

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

offer (b) (6) ██████████ battalion level (b) (5), (b) (6) ██████████ ██████████. [Ref (11)]

495. (b) (6) ██████████ was never processed for relief for cause and continued to work as a drill instructor. [Encls (36), (196), (201)]

Command Investigation Processes

496. In the event of an allegation of recruit abuse or other Recruit Training Order violation, the company commander is required to notify the battalion commander as soon as possible, normally within one hour. [Encl (144)]

497. The battalion commander will notify the Recruit Training Regiment commanding officer and convene a preliminary inquiry or command investigation within twenty-four hours of being notified of an allegation of recruit abuse or other Recruit Training Order violation. [Encl (144)]

498. The battalion commander's endorsement to a preliminary inquiry must specifically state his or her determination to either take no further investigative action or to convene a command investigation. [Encl (144)]

499. The battalion commander's endorsement to a preliminary inquiry must also include an account of disciplinary action or corrective actions intended or taken (if appropriate). [Encl (144)]

500. The battalion commander will retain a copy of a preliminary inquiry in official files and forward the original inquiry with endorsement to the Recruit Training Regiment Commanding Officer within ten days of the convening order. [Encl (144)]

501. The battalion commander's endorsement to a command investigation will specifically approve, disapprove, modify, or add to the findings of fact, opinions, and recommendations. [Encl (144)]

502. The battalion commander's endorsement to a command investigation must detail disciplinary or corrective actions intended or taken. [Encl (144)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b)(6) [REDACTED], THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

519. (b)(6) [REDACTED]
[REDACTED]
[REDACTED] routinely exercised (b) "by direction" authority to endorse and close out command investigations to satisfy the required general court-martial convening authority action. [Encls (26), (208)] [Ref (a)]

520. (b)(2) [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] [Encl (209)]

521. Brigadier General Williams expected that (b)(6) [REDACTED] would brief him on those investigations that either required him to take general court-martial action or had concluded with a special court-martial. [Encl (26)]

522. The Staff Judge Advocate would normally brief the Commanding General on command investigations when:

a. It was (b) recommendation that the Commanding General take the case for action at his level;

b. The subordinate command referred charges to a Special Court-Martial; or

c. The subordinate command offered the accused non-judicial punishment. [Encl (208)]

523. A commanding officer who delegates authority to subordinates is not relieved of the continued responsibility for the safety, well-being and efficiency of the entire command. [Encl (50)]

Command Investigations Concerning (b)(6) [REDACTED]

524. Prior to being assigned as (b)(6) [REDACTED], (b)(6) [REDACTED] was the subject of one preliminary inquiry, and two command investigations. The subject of the inquiries were recruit abuse and other (b)(2) [REDACTED] violations. [Encls (210), (211)] [Ref (mm)]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE DEATH OF (b) (6) ██████████ ██████████ ██████████, THIRD RECRUIT TRAINING BATTALION, THAT OCCURRED ON 18 MARCH 2016

525. On 12 February 2015, (b) (6) ██████████ convened a preliminary inquiry into an allegation of recruit abuse against the drill instructors of Platoon 3020. [Encl (211)]

526. The drill instructors of Platoon 3020 were accused of hazing recruits, physically abusing recruits, ordering recruits to physically harm other recruits, denying recruits opportunities to drink water, harassing recruits while the recruits were supposed to be sleeping, and instructing the recruits to lie to medical personnel, family members, and officers about how drill instructors "broke rules." [Encl (211)]

527. (b) (6) ██████████ was one of the drill instructors assigned to Platoon 3020 in February 2015. [Encls (48), (211)]

528. On 17 February 2015, the preliminary inquiry failed to substantiate the allegations. [Encl (211)]

529. On 18 February 2015, (b) (6) ██████████ concurred and positively endorsed the preliminary inquiry's findings. [Encl (211)]

530. On 25 February 2015, (b) (6) ██████████, (b) (6) ██████████, concurred with the preliminary inquiry's findings. [Encl (211)]

531. Neither the allegations nor the findings of the 12 February 2015, preliminary inquiry are recorded in (b) (6) ██████████ ██████████ drill instructor jacket as required. [Encl (48)]

532. On 2 November 2015, (b) (6) ██████████, after returning from a 200-day unauthorized absence, alleged to (b) (6) ██████████ that while at recruit training he was hazed by (b) (6) ██████████ and he therefore did not report to the school of infantry out of overwhelming apprehension for his health and safety in the Marine Corps. (b) (6) ██████████ [Encl (210)]

533. On 3 November 2015, the Recruit Training Regiment received an email from (b) (6) ██████████ ██████████ containing (b) (6) ██████████. [Encl (212)]

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534. (b) (6) ██████████ ██████████ alleged that (b) (6) ██████████ ██████████ required him to perform unauthorized incentive training and assaulted him on multiple occasions including punching, slapping, kicking, and head-butting. [Encl (210)]

535. On 3 November 2015, Marine Aviation Training Support Group 23 received statements from three students, (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, and (b) (6) ██████████ ██████████ ██████████, making allegations against seven drill instructors for hazing, abuse, and other violations of the Recruit Training Order. [Ref (mm)]

536. The three Marines accused (b) (6) ██████████ ██████████ and other drill instructors of possessing and being under the influence of alcohol in the presence of recruits, ordering (b) (6) ██████████ ██████████ ██████████ to get into a clothes dryer and turning it on while (b) (6) ██████████ ██████████ ██████████ was inside, hazing and abusing (b) (6) ██████████ ██████████ ██████████ because of his religion (Muslim), and assaulting (b) (6) ██████████ ██████████ ██████████. [hereinafter (b) (6) ██████████ ██████████ investigation] [Ref (mm)]

537. At 1319 on 5 November 2015, (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, informed (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, that Training Command had initiated a Serious Incident Report in response to (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, and (b) (6) ██████████ ██████████ ██████████ allegations. [Encl (213)]

538. At 1336 on 5 November 2015, (b) (6) ██████████ ██████████ ██████████ sent a summary to Commanding General, Training and Education Command, carbon copying (b) (6) ██████████ ██████████ ██████████. [Encl (214)]

539. At 1445 on 5 November 2015, (b) (6) ██████████ ██████████ ██████████ forwarded the summary of allegations to (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, requesting advice as to whether the Recruit Training Regiment should take the allegations for action. [Encl (215)]

540. At 1448 on 5 November 2015, (b) (6) ██████████ ██████████ ██████████ received from (b) (6) ██████████ ██████████ ██████████ the three former recruits' statements with the specific allegations of abuse. [Encl (216)]

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541. At 1511 on 5 November 2015, (b) (6) ██████████ forwarded the statements of (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████, and (b) (6) ██████████ ██████████ to (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████ ██████████ ██████████. [Encl (216)]

542. At 1543 on 5 November 2015, (b) (6) ██████████ recommended to (b) (6) ██████████ that the Recruit Training Regiment conduct the Command Investigation into the allegations. [Encl (217)]

543. At 1544 on 5 November 2015, (b) (6) ██████████ concurred with (b) (6) ██████████ recommendation that the Recruit Training Regiment conduct the Command Investigation. [Encl (217)]

544. On 5 November 2015, (b) (6) ██████████ directed the Recruit Training Regiment to conduct a command investigation into the allegations. [Encl (218)]

545. Other allegations of recruit abuse and maltreatment were reported to Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region by Training and Education Command and were processed in the same manner as the (b) (6) ██████████ investigation. [Ref (nn)]

546. Brigadier General Williams stated he assumed that the Recruit Training Regiment would follow its normal investigative processes, to include suspending the drill instructors. [Encl (25)]

547. For allegations originating from outside of the Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region command but otherwise concerning depot personnel, Brigadier General Williams would normally have only cursory information of the allegations as he allowed (b) (6) ██████████ to direct the inquiry to proceed in the normal investigative process at the Recruit Training Regiment level. [Encl (25)]

548. These investigations are routinely and properly transmitted to the Recruit Training Regiment for action. The normal investigative process and JAGMAN review was the only feedback process at the depot level to track or otherwise supervise the progress of these investigations. [Encls (25), (28), (29)]

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549. Brigadier General Williams stated he avoided involvement in the command investigative process out of a concern that he could exert unlawful command influence on the cases. [Encl (25)]

550. Unlawful command influence occurs when senior personnel, wittingly or unwittingly, have acted to influence court members, witnesses, or others participating in military justice cases. [Ref (oo)]

551. On 5 November 2015, (b) (6) ██████████, with (b) (6) ██████████ present, asked (b) (6) ██████████ and his (b) (6) ██████████, (b) (6) ██████████, about the duty status of the several drill instructors who were implicated in the (b) (6) ██████████ investigation. [Encl (31)]

552. (b) (6) ██████████ told (b) (6) ██████████ that the Marines implicated in the (b) (6) ██████████ investigation were not at that time in platoons as drill instructors directly engaged with recruits but that they were in quota billets; teaching, or in the S-3. [Encl (31)]

553. (b) (6) ██████████ directed that the Marines implicated in the (b) (6) ██████████ investigation remain in their quota billets, and did not direct (b) (6) ██████████ to suspend the drill instructors from their duties. [Encls (31), (34)]

554. (b) (6) ██████████, despite requesting updates weekly or biweekly at the Recruit Training Regiment staff meeting, was not given access to the written (b) (6) ██████████ investigation until on or about 5 February 2016. [Encls (31), (32), (34), (35), (36)]

555. (b) (6) ██████████ believed the pending Inspector General of the Marine Corps investigation against him contributed to the Recruit Training Regiment's delay in informing him of the specifics of the (b) (6) ██████████ investigation. [Encl (34)]

556. On 6 November 2015, (b) (6) ██████████ signed the appointing orders convening both the (b) (6) ██████████ and (b) (6) ██████████ investigations. [Encls (210), (219)] [Ref (mm)]

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557. (b) (6) ██████████ was a subject under investigation in both the (b) (6) ██████████ and the (b) (6) ██████████ investigations. [Encl (210)] [Ref (mm)]

558. (b) (6) ██████████ was the officer appointed to conduct the (b) (6) ██████████ investigation. [Ref (mm)]

559. The Manual of the Judge Advocate General requires that command investigations be completed using "personal interviews," or other reliable administrative methods. [Reference (a)]

560. (b) (6) ██████████ ██████████, (b) (6) ██████████ ██████████, recommended (b) (6) ██████████ keep the questions sent to the Recruits "vague" so that they would not "lead" the recruits and recommended (b) (6) ██████████ use a "personal interview" form similar to that used by the training company officers to conduct routine personal interviews with recruits. [Encl (220)]

561. (b) (6) ██████████ developed a survey form which contained generalized questions about whether the witnesses had seen or experienced different forms of abuse during their training. [Encl (220)] [Ref (mm)]

562. The investigation questionnaires sent out by (b) (6) ██████████ were referred to as "personal interviews." [Encl (221)]

563. Although some of the scenarios described in the questionnaire were clearly derived from the allegations made by the former recruits, the questionnaire failed to inquire about the specific allegations. [Encl (221)]

564. (b) (6) ██████████ sent out 42 "personal interview" questionnaires to the Marines of Platoon 3054. (b) (6) ██████████ received responses from 24 Marines by (b) (6) ██████████ initial 5 January 2016 deadline. Only four of the responses contained any corroboration, and (b) (6) ██████████ considered the corroboration to be "vague." [Encl (220)] [Ref (mm)]

565. (b) (6) ██████████ experienced delays in (b) (6) ██████████ investigation due to the holiday schedule and (b) (6) ██████████ duties as (b) (6) ██████████ ██████████. [Encl (220)]

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566. After completing the initial draft of (b) (6) investigation, (b) (6) substantiated some of the allegations; however, (b) (6) lacked the resources necessary to do the investigation thoroughly enough to produce evidence sufficient to support the standard of proof at courts-martial. [Encl (220)]

567. On 13 November 2015, (b) (6) emailed (b) (6) ██████████ to express his concern about the number of allegations of recruit abuse and drill instructor misconduct arising out of Lima Company. [Encl (222)]

568. On 30 November 2015, (b) (6) assumed the billet of (b) (6) ██████████. [Encl (36)]

569. Between 30 November 2015 and 18 March 2016, (b) (6) ██████████ remained unaware of the details of the (b) (6) investigation despite his inquiries to (b) (6) ██████████. [Encls (36), (223), (224)]

570. On 3 December 2015, (b) (6) submitted the completed (b) (6) investigation, failing to substantiate the allegations against (b) (6) ██████████. [Encl (210)]

571. On 3 December 2015, (b) (6) sent (b) (6) an email that contained a list of all (b) (6) (b) (6) investigations into recruit abuse from February 2015 to 3 December 2015. [Encl (225)]

572. On or about 6 January 2016, (b) (6) submitted the (b) (6) investigation to (b) (6) ██████████. Despite the use of sub-optimal investigation techniques, (b) (6) substantiated a number of the allegations and recommended that (b) (6) be charged and tried by special court-martial. [Encl (220)] [Ref (mm)]

573. On 13 January 2016, (b) (6) concurred with and endorsed the unsubstantiated (b) (6) investigation to the Commanding General, Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region. [Encl (210)]

574. The (b) (6) investigation was the second unsubstantiated investigation within one year involving (b) (6) ██████████

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that included allegations of physical abuse, hazing, and Recruit Training Order violations. [Encls (210), (211)]

575. Neither the allegations made against (b) (6) ██████████ by (b) (6) ██████████ nor the subsequent command investigation by (b) (6) ██████████ is documented in (b) (6) ██████████ drill instructor jacket. [Encl (48)]

576. At 1711 on 24 January 2016, (b) (6) ██████████ emailed (b) (6) ██████████, (b) (6) ██████████, and (b) (6) ██████████ with his analysis of the (b) (6) ██████████ investigation. (b) (6) ██████████ stated that he believed by a preponderance of the evidence that the drill instructors did what they were alleged to have done, and that (b) (6) ██████████ and the other Marines involved needed to be "sat down," meaning suspended from their duties. (b) (6) ██████████ also concurred with the investigating officer's recommendation for court-martial of (b) (6) ██████████. [Encl (226)]

577. At 1810 on 24 January 2016, (b) (6) ██████████ replied to (b) (6) ██████████ that he agreed with (b) (6) ██████████ conclusions and that he would review the investigation the next day. He stated, "I agree with your way ahead. I'll review tomorrow and then if necessary, coordinate with Third Recruit Training Battalion to sit down and [sic] current drill instructors." [Encl (226)]

578. Effective rosters listing drill instructors available for drill instructor duties within Third Recruit Training Battalion were submitted to the Regiment weekly. (b) (6) ██████████ is reported as "effective" (meaning available to train recruits) until 1 April 2016, when he is reported for the first time as "non-effective" as a result of a "pending inv[estigation]." [Encls (227), (228)]

579. On 5 February, the Recruit Training Regiment's effective roster does not reflect that any of the drill instructors implicated in the (b) (6) ██████████ investigation were suspended. [Encls (227) (228)]

580. (b) (6) ██████████ did not direct (b) (6) ██████████ to suspend (b) (6) ██████████ as a drill instructor until after (b) (6) ██████████ death on 18 March 2016. [Encl (34)]

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581. On or about 25 January 2016, (b) (6) ██████████ directed (b) (6) ██████████ to make administrative corrections to the (b) (6) ██████████ investigation. [Encls (226), (229)]

582. On 28 January 2016, (b) (6) ██████████ turned in a corrected version of the (b) (6) ██████████ investigation to (b) (6) ██████████. [Encl (229)]

583. On 1 February 2016, (b) (6) ██████████ was reassigned from the Battalion S-4 to the operations section (S-3), Company I, Third Recruit Training Battalion, in order to make him more readily available to (b) (6) ██████████ for assignment as a senior drill instructor, in the event that the (b) (6) ██████████ investigation was not substantiated. [Encls (36), (48), (197), (224)]

584. On 2 February 2016, (b) (6) ██████████, (b) (6) ██████████ ██████████, sent the (b) (6) ██████████ investigation to (b) (6) ██████████ ██████████ ██████████, (b) (6) ██████████, for legal review. [Encl (230)]

585. On or about 3 February 2016, the Third Recruit Training Battalion leadership team determined that because the investigation still had not been closed by the Recruit Training Regiment or forwarded to the Staff Judge Advocate, they would not assign (b) (6) ██████████ to a Recruit Training platoon with (b) (6) ██████████. [Encls (35), (36), (37), (197), (224)]

586. On or about 5 February 2016, (b) (6) ██████████ reviewed the completed (b) (6) ██████████ investigation at the Recruit Training Regiment Headquarters. [Encls (31), (34), (231)]

587. In evaluating the (b) (6) ██████████ investigation, (b) (6) ██████████ did not feel that the investigation included sufficient corroborating evidence to substantiate the allegations or take legal action. [Encls (32), (34)]

588. Between 2 February and 19 February, the (b) (6) ██████████ investigation underwent Staff Judge Advocate review. [Encls (208), (230), (232), (233), (234), (235)]

589. On or about 19 February 2016, (b) (6) ██████████ informed (b) (6) ██████████ that (b) (6) ██████████ believed some of the misconduct alleged in the (b) (6) ██████████ investigation had occurred,

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but that the investigation in its present state could not support any action more serious than a 6105 counseling. [Encls (208), (235), (236)]

590. (b) (6) ██████████ advised that the evidence would be insufficient to convict (b) (6) ██████████ at court-martial and recommended that (b) (6) ██████████ gather additional corroborating evidence for disciplinary action. {Encls (33), (208), (233), (236)]

591. (b) (6) ██████████, during a conversation with (b) (6) ██████████ ██████████, made the remark that the (b) (6) ██████████ investigation would likely result in a "6105 counseling." [Encl (31)]

592. A "6105 counseling" is a formal, written counseling from a commanding officer to a Marine about deficiencies, and it is intended to afford an opportunity to the Marine to overcome those deficiencies prior to a point at which it would become necessary to initiate adverse administrative action against the Marine. [Refs (pp), (qq)]

593. At 1119 on 19 February 2016, (b) (6) ██████████ sent an email to (b) (6) ██████████ about the legal status of the drill instructors involved in the (b) (6) ██████████ investigation. [Encl (236)]

594. At 1749 on 19 February 2016, (b) (6) ██████████ replied to (b) (6) ██████████ email offering only "preliminary feedback" stating in pertinent part, "There may be enough to offer NJP, but if the Marines refuse, the recourse may be a 6105 and keep it moving." [Encl (236)]

595. At 1809 on 19 February 2016, (b) (6) ██████████ forwarded the email to (b) (6) ██████████. [Encl (236)]

596. On 19 February 2016, (b) (6) ██████████ and (b) (6) ██████████ received (b) (6) ██████████ email with regard to the (b) (6) ██████████ investigation allegations. [Encls (34), (36), (237)]

597. At some date between 25 February and 15 March, (b) (6) ██████████ advised (b) (6) ██████████ that she should try to contact at least 80 percent of (b) (6) ██████████ platoon. [Encls (208), (238)]

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the drill instructor be suspended from his duties or "sat down."
[Encl (34)]

606. (b) (6) ██████████ believed that (b) (6) ██████████ had ample opportunity and situational awareness of personnel moves within Third Recruit Training Battalion to stop (b) (6) ██████████ assignment as (b) (6) ██████████ if (b) (6) ██████████ had so desired. [Encls (34), (237)]

607. At 1113 on 15 March 2016, (b) (6) ██████████ recommended that the investigating officer, (b) (6) ██████████, interview more witnesses to develop evidence in the case. [Encl (238)]

608. On 17 March 2016, the day before (b) (6) ██████████ death, the investigating officer received via email a written "personal interview" form from (b) (6) ██████████, a recruit in (b) (6) ██████████ platoon. (b) (6) ██████████ answers to the general questions posed in the "personal interview" provided corroboration, including specific facts further substantiating the most serious allegations. [Encls (208), (233), (239)] [Ref (mm)]

609. (b) (6) ██████████ stated that on 17 March, she attempted unsuccessfully to reach (b) (6) ██████████ several times via telephone to discuss (b) (6) ██████████ corroborating evidence against (b) (6) ██████████. [Encl (239)]

610. After (b) (6) ██████████ death on 18 March 2016, (b) (6) ██████████ sent an email verifying with (b) (6) ██████████ that (b) (6) ██████████ had never been suspended and that the decision not to suspend was based upon their belief that the evidence in the (b) (6) ██████████ investigation lacked veracity due to the delay in reporting the allegation and the fact that some of the Marines reporting the allegations were being processed for administrative separation. (b) (6) ██████████ confirmed. [Encl (240)]

611. On the afternoon of 18 March 2016, after (b) (6) ██████████ death, (b) (6) ██████████ informed (b) (6) ██████████ about the corroborating information (b) (6) ██████████ had received the day before concerning (b) (6) ██████████. [Encls (220), (233), (239)]

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612. As early as 1448, Company K leadership was aware (b) (6) ██████████ ██████████ had slapped (b) (6) ██████████ in the face during the sequence of events leading up to (b) (6) ██████████ suicide. [Encls (37), (41), (241)]

613. (b) (6) ██████████ was not suspended for having slapped (b) (6) ██████████. [Encls (31), (34)]

614. At 1711 on 18 March 2016, (b) (6) ██████████ emailed (b) (6) ██████████ the statement (b) (6) ██████████ had received on 17 March from (b) (6) ██████████. [Encl (242)]

615. Between 1711 and 1836 on 18 March, (b) (6) ██████████ ordered (b) (6) ██████████ to remove (b) (6) ██████████ ██████████ as (b) (6) ██████████ of platoon 3042. [Encls (31), (34), (36)]

616. (b) (6) ██████████ emailed (b) (6) ██████████ at 1836 on 18 March, confirming that (b) (6) ██████████ had been relieved of his duties as (b) (6) ██████████; however, he failed to suspend him from his duties as a drill instructor pending further review of the new evidence received in the (b) (6) ██████████ investigation. (b) (6) ██████████ assigned (b) (6) ██████████ to other duties in Company K, stating "his belt has been taken but not the campaign cover." [Encl (243)]

617. (b) (6) ██████████ stated that he chose to allow (b) (6) ██████████ to retain his campaign cover to, "ease the tense feelings currently with him, his peers, and around the battalion." [Encl (243)]

618. (b) (6) ██████████ was reassigned to the company operations section in Company K after he was relieved of his duties as (b) (6) ██████████. [Encl (243)]

619. Though not assigned as instructors in training platoons, drill instructors in the company operations section work within the company training area and continue to have access to recruits. [Encl (31)]

