

HMLA-167 COMMANDING OFFICER'S POLICY ON COMBAT AND OPERATIONAL STRESS CONTROL (COSC)



The Marine Corps program for COMBAT AND OPERATIONAL STRESS is governed by **MCO 5351.1:**

Mission: Commanders are tasked with the implementation of the program established in this Order. Key program elements are prevention, timely identification, education and/or treatment, appropriate discipline, or other administrative actions followed by either restoration to full duty or separation, as appropriate.

Leave it better than you found it: MAG-29 will develop Marines who are resilient in body, mind, spirit, and social integration, enabling them to succeed personally and assume progressively greater responsibilities. Stress is a daily part of Marine Corps life, and is beneficial to personal and professional growth when properly managed. All Marines must find ways to deal with stress for themselves, their Marines, their family, and their unit in order to develop strength and resilience.

Make excellence a habit. We must have the ability to train and sustain a combat ready MAG capable of accomplishing our assigned mission. The Operational Stress Control and Readiness (OSCAR) Teams will assist us in maintaining our warfighting capabilities by teaching Marines to deal with stress in ways that will make them stronger.

The COSC five Core Leadership Functions promote principles of wellness, prevention, identification, early intervention, reduction of stigma, reintegration, and will form the foundation for the MAG-29 COSC Program.

The COSC Five Core Leadership Functions are:

1. **Strengthen.** Leaders will use their existing tools for training and developing Marines to strengthen mentally, physically, spiritually, and socially against the negative effects of combat or operational stress. Leaders also build strength through their own conduct and example, setting high standards and demanding excellence and by giving clear information and guidance.
2. **Mitigate.** Risk mitigation also applies to stress. Many stressors can be avoided through planning and the impact of others can be reduced giving Marines a greater reserve to address those stressors that cannot be avoided.
3. **Identify.** Promptly identifying and addressing signs of stress in their Marines before they escalate is critical for leaders. Know and use the Stress Continuum and stress decision flowchart.
4. **Treat.** Treatment is about taking action. It begins with self-care and peer support. This may range from addressing personal issues while manageable or it may lead to referring the Marine for further help from a chaplain or medical.
5. **Reintegrate.** Regardless of the level of a Marine's treatment, they will be assisted during the process and will be received into the unit completely and respectfully once recovered. The expectation is that Marines with stress issues are and will continue to be effective members of the unit.

"Have Guns, Will Travel"

A handwritten signature in black ink, appearing to read "S. Meyer".

LtCol Samuel L. Meyer
Commanding Officer, HMLA-167