



UNITED STATES MARINE CORPS

OFFICER CANDIDATES SCHOOL  
TRAINING COMMAND  
2189 ELROD AVENUE  
QUANTICO, VIRGINIA 22134-5033

IN REPLY REFER TO:  
5800  
Leg  
10 Dec 10

From: Captain Rebecca A. McCollom XXX XX 3797/0402 USMC  
Captain Brett R. McMonagle XXX XX 7362/0203 USMC  
Captain Jonathan M. Secor XXX XX 0794/0802 USMC  
To: Commanding General, Training Command  
Via: Commanding Officer, Officer Candidates School (OCS)

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

Ref: (a) MCM 2008  
(b) JAGMAN, Chapter II  
(c) OCSO P1530.3J  
(d) Marine Corps Order 1700.28

Encl: (1) Appointment letter as Investigating Officer dated 5 Nov 10  
and Extension Letters dated 17 Nov 10 and 10 Dec 10  
(2) Signed Voluntary Statement from Candidate Rachel L. Wooden,  
XXX XX 1319 to Captain Kraics, First Platoon Commander dated  
4 Nov 10  
(3) Signed Voluntary Statement from Angela M. Wozniak /XXX XX  
5450 /Former Candidate in First Platoon, Company C to  
Captain Kraics, First Platoon Commander dated 4 Nov 10  
(4) Signed Voluntary Statement from Christen A. Brown /XXX XX  
8325 /Former Candidate in First Platoon, Company C to  
Captain Kraics, First Platoon Commander dated 4 Nov 10  
(5) First Platoon, Company C Roster with Disenrollment Status  
updated 4 Nov 10  
(6) Signed Voluntary Statement from Candidate Iris J.  
Antunezbarahona, XXX XX 6022 to IO dated 4 Nov 10  
(7) Signed Voluntary Statement from Candidate Evita M. Ayala,  
XXX XX 3676 to IO dated 4 Nov 10  
(8) Summarized Interview conducted by IO on 5 Nov 10 and  
signed by Candidate Evita M. Ayala, XXX XX 3676  
(9) Signed Voluntary Statement from Candidate Melissa A. Blake,  
XXX XX 0113 to IO dated 4 Nov 10  
(10) Summarized Interview conducted by IO on 5 Nov 10 and  
signed by Candidate Melissa A. Blake, XXX XX 0113  
(11) Signed Voluntary Statement from Candidate Michelle A.  
Boeche, XXX XX 9734 to IO dated 4 Nov 10  
(12) Summarized Interview conducted by IO on 5 Nov 10 and  
signed by Candidate Michelle A. Boeche, XXX XX 9734  
(13) Written Essay from Candidate Michelle A. Boeche addressed  
to Captain Kraics, First Platoon Commander on 4 Nov 10  
(14) Summarized Interview conducted by IO on 10 Nov 10 and  
signed by Candidate Michelle A. Boeche, XXX XX 9734

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- (15) Signed Voluntary Statement from Candidate Kate M. Brannon, XXX XX 0660 to IO dated 4 Nov 10
- (16) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Kate M. Brannon, XXX XX 0660
- (17) Summarized Interview conducted by IO on 10 Nov 10 and signed by Candidate Kate M. Brannon, XXX XX 0660
- (18) Signed Voluntary Statement from Candidate Laura D. Brenstuhl, XXX XX 0323 to IO dated 4 Nov 10
- (19) Signed Voluntary Statement from Candidate Kelsey C. Burnham, XXX XX 2989 to IO dated 4 Nov 10
- (20) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Kelsey C. Burnham, XXX XX 2989
- (21) Signed Voluntary Statement from Candidate Rebecca L. Finley, XXX XX 8740 to IO dated 4 Nov 10
- (22) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Rebecca L. Finley, XXX XX 8740
- (23) Signed Voluntary Statement from Candidate Emily A. Gabriel, XXX XX 2962 to IO dated 4 Nov 10
- (24) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Emily A. Gabriel, XXX XX 2962
- (25) Signed Voluntary Statement from Candidate Jasmin P. Garcia, XXX XX 3343 to IO dated 4 Nov 10
- (26) Signed Voluntary Statement from Candidate Raeanna L. Grizzle, XXX XX 1906 to IO dated 4 Nov 10
- (27) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Raeanna L. Grizzle, XXX XX 1906
- (28) Signed Voluntary Statement from Candidate Caitlin C. Havron, XXX XX 4540 to IO dated 4 Nov 10
- (29) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Caitlin C. Havron, XXX XX 4540
- (30) Written Essay titled 'Response to Candidate Pfabe's Comments' from Candidate Caitlin C. Havron to Captain Kraics, First Platoon Commander on 3 Nov 10
- (31) Signed Voluntary Statement from Candidate Amber M. Helms, XXX XX 8472 to IO dated 4 Nov 10
- (32) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Amber M. Helms, XXX XX 8472
- (33) Written Essay from Candidate Amber M. Helms to Captain Kraics, First Platoon Commander on 3 Nov 10
- (34) Signed Voluntary Statement from Candidate Kristen A. Hetsko, XXX XX 5681 to IO dated 4 Nov 10
- (35) Signed Voluntary Statement from Candidate Jennifer L. Howard, XXX XX 0986 to IO dated 4 Nov 10
- (36) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Jennifer L. Howard, XXX XX 0986
- (37) Signed Voluntary Statement from Candidate Corey M. Hughey, XXX XX 1762 to IO dated 4 Nov 10

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- (38) Signed Voluntary Statement from Candidate Jayme L. Karlstrom, XXX XX 9866 to IO dated 4 Nov 10
- (39) Signed Voluntary Statement from Candidate Kelli E. Lacosta, XXX XX 2179 to IO dated 4 Nov 10
- (40) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Kelli E. Lacosta, XXX XX 2179
- (41) Written Essay from Candidate Kelli E. Lacosta to Captain Kraics, First Platoon Commander on 3 Nov 10
- (42) Signed Voluntary Statement from Candidate Cristina Lopez, XXX XX 1056 to IO dated 4 Nov 10
- (43) Signed Voluntary Statement from Candidate Laura R. Lundin, XXX XX 1180 to IO dated 4 Nov 10
- (44) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Laura R. Lundin, XXX XX 1180
- (45) Signed Voluntary Statement from Candidate Kimberly D. Martinez, XXX XX 0667 to IO dated 4 Nov 10
- (46) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Kimberly D. Martinez, XXX XX 0667
- (47) Signed Voluntary Statement from Candidate Stephanie L. Mills, XXX XX 2635 to IO dated 4 Nov 10
- (48) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Stephanie L. Mills, XXX XX 2635
- (49) Signed Voluntary Statement from Candidate Vanessa S. Nicholas, XXX XX 0210 to IO dated 4 Nov 10
- (50) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Vanessa S. Nicholas, XXX XX 0210
- (51) Signed Voluntary Statement from Candidate Kathleen J. Ohara, XXX XX 6223 to IO dated 4 Nov 10
- (52) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Kathleen J. Ohara, XXX XX 6223
- (53) Written Essay titled 'Candidate Pfabe's Comments On Line About Candidate Howard' from Candidate Kathleen J. Ohara to Captain Kraics, First Platoon Commander on 3 Nov 10
- (54) Signed Voluntary Statement from Candidate Laura A. Pethel, XXX XX 1155 to IO dated 4 Nov 10
- (55) Written Essay from Candidate Laura A. Pethel to Captain Kraics, First Platoon Commander on 3 Nov 10
- (56) Signed Voluntary Statement from Candidate Amanda C. Pfabe, XXX XX 3273 to IO dated 4 Nov 10
- (57) Signed Voluntary Statement from Candidate Joanna M. Reynolds, XXX XX 4113 to IO dated 4 Nov 10
- (58) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Joanna M. Reynolds, XXX XX 4113
- (59) Signed Voluntary Statement from Candidate Danielle A. Richards, XXX XX 2480 to IO dated 4 Nov 10
- (60) Signed Voluntary Statement from Candidate Phoebe D. Riner, XXX XX 7735 to IO dated 4 Nov 10

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- (61) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Phoebe D. Riner, XXX XX 7735
- (62) Signed Voluntary Statement from Candidate Katelyn P. Roberts, XXX XX 3883 to IO dated 4 Nov 10
- (63) Signed Voluntary Statement from Candidate Rebecca M. Swann, XXX XX 3191 to IO dated 4 Nov 10
- (64) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Rebecca M. Swann, XXX XX 3191
- (65) Signed Voluntary Statement from Candidate April C. Tatton, XXX XX 8603 to IO dated 4 Nov 10
- (66) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate April C. Tatton, XXX XX 8603
- (67) Signed Voluntary Statement from Candidate Lindsay M. Thorstenson XXX XX 8274 to IO dated 4 Nov 10
- (68) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Lindsay M. Thorstenson XXX XX 8274
- (69) Signed Voluntary Statement from Candidate Gabriela M. Wilson, XXX XX 1712 to IO dated 4 Nov 10
- (70) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Gabriela M. Wilson, XXX XX 1712
- (71) Written Essay titled 'Incident on Nov 2 2010' from Candidate Gabriela M. Wilson to Captain Kraics, First Platoon Commander on 3 Nov 10
- (72) Signed Voluntary Statement from Candidate Rachel L. Wooden, XXX XX 1319 to IO dated 4 Nov 10
- (73) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Rachel L. Wooden, XXX XX 1319
- (74) Written Essay from Candidate Rachel L. Wooden to Captain Kraics, First Platoon Commander on 3 Nov 10
- (75) Summarized Interview conducted by IO on 5 Nov 10 and signed by Candidate Corey M. Hughey, XXX XX 1762
- (76) Summarization of phone conversation with Christen A. Brown, XXX XX 8325, former First Platoon, Company C Officer Candidate on 9 Nov 10 - (916)308-3459
- (77) Summarization of phone conversation with Brittany T. Thompson, XXX XX 7406, former First Platoon, Company C Officer Candidate on 9 Nov 10 - (504)432-6334
- (78) Summarization of phone conversation with Jennifer L. Friese, XXX XX 8116, former First Platoon, Company C Officer Candidate on 9 Nov 10 - (717)658-1893
- (79) Summarization of phone conversation with Keshia A. Levan, XXX XX 4800, former First Platoon, Company C Officer Candidate on 9 Nov 10 - (916)200-5613
- (80) Summarization of phone conversation with Emily L. Tweto, XXX XX 5725, former First Platoon, Company C Officer Candidate on 9 Nov 10 - (817)888-1384

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- (81) Signed Article 31 Rights and Signed Summarized Interview from Major Erik K. Tyler /XXX XX 5959 / Company C Commander to IO dated 8 Nov 10
- (82) Signed Article 31 Rights and Voluntary Statement from Captain Michael R. Barikian /XXX XX 2913 / Company C Executive Officer to IO dated 8 Nov 10
- (83) Signed Summarized Interview from Captain Michael R. Barikian /XXX XX 2913 /Company C Executive Officer to IO dated 13 Nov 10
- (84) Signed Article 31 Rights and Signed Summarized Interview from First Sergeant Christopher A. Farrell /XXX XX 4279 / C Company First Sergeant to IO dated 8 Nov 10
- (85) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Juan M. Villegas /XXX XX 3583 / Company C Gunnery Sergeant to IO dated 8 Nov 10
- (86) Summarized Interview conducted by IO on 8 Nov 10 and signed by Gunnery Sergeant Juan M. Villegas /XXX XX 3583 / Company C Gunnery Sergeant
- (87) Signed Statement from Captain Crista D. Kraics /XXX XX 7278 / First Platoon Commander, Company C to IO dated 5 Nov 10
- (88) Signed Article 31 Rights and Signed Summarized Interview from Captain Crista D. Kraics /XXX XX 7278 /First Platoon Commander, Company C to IO dated 9 Nov 10
- (89) Signed Article 31 Rights and Signed Summarized Interview from Gunnery Sergeant Christi J. Davis /XXX XX 2790 /First Platoon Sergeant, Company C to IO dated 8 Nov 10
- (90) Signed Summarized Interview from Gunnery Sergeant Christi J. Davis /XXX XX 2790 /First Platoon Sergeant, Company C to IO dated 13 Nov 10
- (91) Signed Article 31 Rights and Voluntary Statement from Captain Saleh P. Dagher /XXX XX 4027 /2nd Platoon Commander, Company C to IO dated 8 Nov 10
- (92) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Edgardo L. Borrero /XXX XX 2388 /2nd Platoon Sergeant, Company C to IO dated 8 Nov 10
- (93) Summarized Interview conducted by IO on 8 Nov 10 and signed by Gunnery Sergeant Edgardo L. Borrero /XXX XX 2388 /2nd Platoon Sergeant, Company C
- (94) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Gabriel Jaramillo /XXX XX 9806 /2nd Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10
- (95) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Shawn D. Jones /XXX XX 5970 /2nd Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10
- (96) Signed Article 31 Rights and Voluntary Statement from Staff Sergeant Demetric L. Miles /XXX XX 9115 /2nd Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- (97) Signed Article 31 Rights and Voluntary Statement from Captain Matthew T. Crompton /XXX XX 6964 /3rd Platoon Commander, Company C to IO dated 8 Nov 10
- (98) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Jason A. Davey /XXX XX 1045 /3rd Platoon Sergeant, Company C to IO dated 8 Nov 10
- (99) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Luis A. Mercado Jr /XXX XX 7868 /3rd Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10
- (100) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Jonathan K. Lomax /XXX XX 0212 /3rd Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10
- (101) Signed Article 31 Rights and Voluntary Statement from Staff Sergeant Pedro J. Montalvo III /XXX XX 5378 /3rd Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10
- (102) Signed Article 31 Rights and Voluntary Statement from Captain Ryan J. Orozco /XXX XX 6741 /4th Platoon, Company C to IO dated 8 Nov 10
- (103) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Shawn D. Angell /XXX XX 9523 /4th Platoon Sergeant, Company C to IO dated 8 Nov 10
- (104) Summarized Interview conducted by IO on 8 Nov 10 and signed by Gunnery Sergeant Shawn D. Angell /XXX XX 9523 /4th Platoon Sergeant, Company C
- (105) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Travis D. Sims /XXX XX 8550 /4th Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10
- (106) Signed Article 31 Rights and Voluntary Statement from Staff Sergeant Thomas T. Hill /XXX XX 7262 /4th Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10
- (107) Signed Article 31 Rights and Voluntary Statement from Captain James D. Lasley /XXX XX 6468 /5th Platoon Commander, Company C to IO dated 8 Nov 10
- (108) Signed Article 31 Rights and Voluntary Statement from Gunnery Sergeant Julio R. Gonzalezserrano /XXX XX 4972 /5th Platoon Sergeant, Company C to IO dated 8 Nov 10
- (109) Signed Article 31 Rights and Voluntary Statement from Staff Sergeant Scott D. Griffith /XXX XX 4445 /5th Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10
- (110) Signed Article 31 Rights and Voluntary Statement from Staff Sergeant Anthony L. Tabor /XXX XX 7216 /5th Platoon Sergeant Instructor, Company C to IO dated 8 Nov 10
- (111) Signed Article 31 Rights and Voluntary Statement from Staff Sergeant Anthony G. Phoenix Jr /XXX XX 9520 /5th Platoon Sergeant Instructor, Company C to IO dated 12 Nov 10
- (112) Summarized Interview conducted by IO on 12 Nov 10 and signed by Staff Sergeant Anthony G. Phoenix Jr /XXX XX 9520 /5th Platoon Sergeant Instructor, Company C

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- (113) Signed Article 31 Rights and Summarized Interview conducted by IO on 8 Nov 10 and signed by Gunnery Sergeant Jose A. Acero /XXX XX 1339 / Battalion Drillmaster, OCS
- (114) Signed Article 31 Rights and Summarized Interview conducted by IO on 8 Nov 10 and signed by First Sergeant Larry D. Liechty /XXX XX 5437 / H&S Company, OCS
- (115) Summarized Interview conducted by IO on 12 Nov 10 and signed by Captain Sarah E. Carle /XXX XX 7581 /First Platoon Commander, I Company, PLC Jrs, 1st Increment, Summer 2010
- (116) Summarization of phone conversation with Major Korvin S. Kraics, I Company Commander, PLC Jrs, 1st Increment, Summer 2010 on 12 Nov 10 - (910)546-5087
- (117) Amplifying Summarized Interview from Major Erik K. Tyler /XXX XX 5959 / Company C Commander to IO dated 16&17 Nov 10
- (118) Advisement of Article 31 Rights signed by Gunnery Sergeant Jennifer N. Kelton /XXX XX 5349 dated 9 Nov 10
- (119) Copy of Basic Individual Record from 3270 for Gunnery Sergeant Jennifer N. Kelton / XXX XX 5349
- (120) Copy of Basic Training Record from 3270 for Gunnery Sergeant Jennifer N. Kelton / XXX XX 5349
- (121) Copy of Page 11 entries from the Service Record Book of Gunnery Sergeant Jennifer N. Kelton / XXX XX 5349
- (122) Copy of Unit Punishment Book (UPB) entries from the Service Record Book of Gunnery Sergeant Jennifer N. Kelton / XXX XX 5349
- (123) Copy of signed naval letter titled Statement of Understanding from GySgt Jennifer N. Kelton 5349/0193 addressed to Commanding Officer, Officer Candidates School dated 14 May 10
- (124) Copy of signed naval letter titled Initial Counseling Case of Sergeant Instructor Gunnery Sergeant Kelton, 5349 / 0911 USMC from First Lieutenant Carle, First Platoon Commander addressed to Gunnery Sergeant Kelton, Sergeant Instructor, First Platoon dated 19 May 10
- (125) Copy of signed naval letter titled Platoon Commander's Guidance from Platoon Commander, First Platoon addressed to Platoon Sergeant and Sergeant Instructors of First Platoon dated 19 May 10 and signed by S.E. Carle, 1stLt, USMC
- (126) Copy of signed naval letter titled Statement of Understanding from GySgt Kelton, Jennifer N. 5349/0193 addressed to Commanding Officer, Officer Candidates School dated 20 Sep 10
- (127) Copy of signed naval letter titled Initial Counseling in Case of Sergeant Instructor Gunnery Sergeant J.N. Kelton from Captain C.D. Kraics, Platoon Commander, First Platoon addressed to Gunnery Sergeant J.N. Kelton, Sergeant Instructor, First Platoon dated 30 Sep 10

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- (128) Advisement of Article 31 Rights signed by Staff Sergeant Marina D. Lopez / XXX XX 8778 dated 9 Nov 10
- (129) Copy of Basic Individual Record from 3270 for Staff Sergeant Marina D. Lopez / XXX XX 8778
- (130) Copy of Basic Training Record from 3270 for Staff Sergeant Marina D. Lopez / XXX XX 8778
- (131) Copy of Page 11 entries from the Service Record Book of Staff Sergeant Marina D. Lopez / XXX XX 8778
- (132) Copy of signed naval letter titled Letter of Continuity ICO of Staff Sergeant M. D. Lopez 8778/0911 from Captain Lauren K. Diana 1864/0180 USMC addressed to Commanding Officer, Officer Candidates School dated 6 Aug 09
- (133) Copy of signed naval letter titled End-of-Cycle Counseling from Captain Lauren K. Diana 1864/0180 USMC addressed to Staff Sergeant Marina D. Lopez 8778/0911, Sergeant Instructor, First Platoon, Delta Company dated 6 Aug 09
- (134) Copy of signed naval letter titled Statement of Understanding from SSgt Lopez, Marina D. 8778/3381 addressed to Commanding Officer, Officer Candidates School dated 6 Oct 09
- (135) Copy of signed naval letter titled End of Cycle Counseling Case of Sergeant Instructor Staff Sergeant Marina D. Lopez XXX XX 8778/0911 from Captain Margaret A. Smith, Platoon Commander, First Platoon addressed to Staff Sergeant Marina D. Lopez M. D., Sergeant Instructor, First Platoon dated 10 Dec 09
- (136) Copy of signed naval letter titled Letter of Continuity ICO of Staff Sergeant Marina D. Lopez XXX XX 8778/0911 USMC from Captain Margaret A. Smith, Platoon Commander, First Platoon addressed to Company Commander dated 11 Dec 09
- (137) Copy of signed naval letter titled Statement of Understanding from SSgt Lopez, Marina D. 8778/3381 addressed to Commanding Officer, Officer Candidates School dated 27 May 10
- (138) Copy of signed naval letter titled End of the Cycle Counseling in the Case of Sergeant Instructor, Staff Sergeant Lopez, M.D. XXX XX 8778/0911 from Captain McCollom, R.A., Platoon Commander, First Platoon addressed to Staff Sergeant Lopez, M. D., Sergeant Instructor, First Platoon dated 7 Aug 10
- (139) Copy of signed naval letter titled Statement of Understanding from SSgt Lopez, Marina D. 8778/3381 addressed to Commanding Officer, Officer Candidates School date blank
- (140) Copy of signed naval letter titled Initial Counseling in Case of Sergeant Instructor Staff Sergeant M.D. Lopez from Captain C.D. Kraics, Platoon Commander, First Platoon addressed to Staff Sergeant M.D. Lopez, Sergeant Instructor, First Platoon dated 30 Sep 10

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- (141) Copy of Summer 2010 OCS Staff Orientation Course (SOC)  
Schedule for 10 May 10
- (142) Copy of the Slate for I Company, PLC Jrs, 1st Increment,  
Summer 2010
- (143) Copy of Fall 2010 OCS Staff Orientation Course (SOC)  
Schedule for 27-30 Sep 10 updated on 28 Sep 10
- (144) Copy of the Slate for Company C, Officer Candidate Class  
205, Fall 2010
- (145) Summarization of phone conversation with Gunnery Sergeant  
Latorie S. Cannady/ XXX XX 1819/ Former Sergeant Instructor,  
First Platoon, Company C conducted on 16 Nov 10 -  
(540)429-5209
- (146) Copy of Officer Candidates School (OCS) Standard Operating  
Procedures (SOP) PowerPoint given at 0800 on 28 Sep 10 by  
Captain Andrew C. Sylling /XXX XX 4284/ S-3 Officer, OCS
- (147) Copy of Commander's Intent / Commander's Guidance PowerPoint  
given at 0700 on 28 Sep 10 by Lieutenant Colonel Michael M.  
Richman /XXX XX 7169/ Acting Commanding Officer, OCS
- (148) Copy of Standards of Conduct Brief PowerPoint given at 0900  
on 28 Sep 10 by First Sergeant Richard Casarez /XXX XX 8456/  
H&S Company First Sergeant, OCS
- (149) Copy of Hazing PowerPoint given at 1430 on 27 Sep 10 by  
First Sergeant C. A. Farrell /XXX XX 4279 /Company C First  
Sergeant
- (150) Copy of Company C's signed Training Roster from the Hazing  
Brief conducted on 27 Sep 10
- (151) Copy of Fall 2010 Officer Candidate Class 205 (OCC 205)  
Schedule for 1 Oct 10 to 6 Nov 10 updated on 11 Nov 10
- (152) Copy of Welcome Aboard Brief given at 0700 on 6 Oct 10 to  
Company C by Lieutenant Colonel Michael M. Richman /XXX XX  
7169/ Acting Commanding Officer, OCS
- (153) Copy of Company C Scoop Sheet dated 12 Oct 10 for Training  
Day-07 created by Gunnery Sergeant Juan M. Villegas /  
XXX XX 3583 / Company C Gunnery Sergeant and distributed to  
Company C Staff
- (154) Copy of Company C Duty Rotation for October and November,  
updated by Gunnery Sergeant Christi J. Davis /XXX XX 2790  
,  
/First Platoon Sergeant, Company C
- (155) Copy of First Platoon, Company C Candidate Billet Holder  
Rotation from 13 Oct 10 to 15 Nov 10, annotated by First  
Platoon Staff
- (156) Copy of Hazing PowerPoint Brief taught to Company C at 0640  
on 21 Oct 10
- (157) Outline for the platoon values based discussion on hazing  
that occurred at 1020 on 21 Oct 10
- (158) Google Earth Imagery of Bobo Chow Hall, building 5000,  
Marine Corps Base Quantico, annotated with First Platoon  
unauthorized run routes

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- (159) Google Earth Imagery of Brown Field Parade Deck, Officer Candidates School, Marine Corps Base Quantico, annotated with First Platoon unauthorized run routes
- (160) Picture of the grassy area located to the Northwest of Bobo Chow Hall where First Platoon allegedly ran
- (161) Picture of obstacles located in the grassy area located to the Northwest of Bobo Chow Hall where First Platoon allegedly ran
- (162) Visual Inspection and Functions Check Report from Corporal S. P. McGushin XXX XX 8073 / 2111 USMC /Armorer, H&S Company, OCS
- (163) Copy of OCS Bradley Branch Medical Clinic Treatment Log from 4 Oct 10 to 8 Nov 10
- (164) Summarized Interview conducted by IO on 16 Nov 10 and signed by Captain Jesse C. Stice /XXX XX 2898 /Scheduling Officer, OCS
- (165) Copy of Patient Disposition Report ICO Brittany T. Thompson, XXX XX 7406, former First Platoon, Company C Officer Candidate dated 27 Oct 10
- (166) Copy of Patient Disposition Report ICO Brittany T. Thompson, XXX XX 7406, former First Platoon, Company C Officer Candidate dated 28 Oct 10
- (167) Copy of Patient Disposition Report ICO Candidate Gabriela M. Wilson, XXX XX 1712 dated 22 Oct 10
- (168) Copy of Chronological Record of Medical Care ICO Candidate Gabriela M. Wilson, XXX XX 1712 dated 21 Oct 10
- (169) Copy of Chronological Record of Medical Care ICO Candidate Gabriela M. Wilson, XXX XX 1712 dated 22 Oct 10
- (170) Copy of Patient Disposition Report ICO Candidate Evita M. Ayala, XXX XX 3676 dated 22 Oct 10
- (171) Copy of Patient Disposition Report ICO Candidate Phoebe D. Riner, XXX XX 7735 dated 9 Oct 10
- (172) Copy of Candidate Interview Form given to Candidate Emily A. Gabriel from Staff Sergeant M.D. Lopez for Reason of Lack of Military Bearing dated 10 Oct 10
- (173) Photograph of the healed abrasion on Candidate Pfabe's arm taken several weeks after injury
- (174) Recorded weather history for 22 Oct 10 for the Quantico, Virginia area as found at <http://weather.wvec.com>
- (175) Copy of email sent from Lieutenant Colonel Michael M. Richman, Executive Officer, Officer Candidates School to Colonel Richard C. Jackson II, Commanding Officer, Officer Candidates School titled "Pneumonia Issue" on 22 Oct 10

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

Preliminary Statement

1. As the Investigating Officers, we have obtained statements and all known material to support the findings of fact and opinions made to the Commanding General, Training Command, Marine Corps Base, Quantico, Virginia.
2. The Investigating Officers have consulted with the Office of the Staff Judge Advocate, Training Command for guidance on and review of this investigation.
3. This investigation covers the possible violations of the Officer Candidates School Standard Operating Procedures, and hazing allegations involving Company C Staff Members.
4. The Officer Candidates School Standard Operating Procedures (hereinafter "OCS SOP"), OCSO P1530.3J was signed off by Richard C. Jackson II, Commanding Officer, Officer Candidates School (hereinafter "OCS") on 9 April 2010.
5. The investigation was initiated by OCS on 5 November 2010 with an original due date of 15 November 2010. An investigation extension was requested and granted until 19 November 2010 and until 10 December 2010 due to the extensive amount of information being compiled in the investigation.
6. Marines' complete social security numbers were obtained from several sources other than the individual.
7. GySgt Kelton and SSgt Lopez were advised of their Article 31 rights on 9 November 2010 and chose not to make statements to the Investigative Officers. [encls (118), (128)]
8. A written preliminary inquiry was not conducted prior to initiating this command investigation.
9. Due to the nature of training conducted at OCS, there were several difficulties encountered to include:
  - a. Diminished ability to specify times and dates for several incidences.
  - b. Diminished ability to specify the time period that a specific event took place since Officer Candidates are not allowed to wear a watch unless holding a leadership billet.
  - c. Diminished ability to recognize staff members that were present during certain incidents due to the initial confusion of training, the

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

continuous inability to look at uniform nametapes, and inability to look around when standing in formation.

10. Due to the nature of Officer Candidate training, it is not uncommon for hand guards to break off M16A4 Service Rifles during the course of training and become lost. When hand guards are either broke or lost, the training company attains additional hand guards from the armory.

11. Based upon the Officer Candidate Class training schedule there are varying levels of supervisory personnel on deck at certain times during the Period of Instruction (hereinafter "POI").

a. Commencing with pick -up and lasting for three to seven days, the training company executes adaptability training or a "lights" period. During this time, the entire company staff is typically present at training from morning Basic Daily Routine (BDR) at 0500 until lights at 2100. After 2100, the only required staff are the Duty Rotation for each platoon to include one Company Duty Instructor.

b. After the Company Commander deems that adaptability training is complete, the company's working hours vary drastically depending on the events scheduled each day. Additionally, staff presence is scaled down as the company progresses through the training phases of the POI and at the company staff's direction.

c. During the training day there is always one Company Duty Officer and one Company Duty Instructor present with the company for each event during that day. At 2100 after evening accountability, the Company Duty Officer departs the candidate barracks and Brown Field for the night. The Company Duty Instructor remains on deck for the entire day. When the company is in the candidate barracks, the Company Duty Officer and Company Duty Instructor are commonly located in their platoon duty office unless their presence is required elsewhere.

d. Additionally, each platoon has a Duty Rotation Sergeant Instructor who accompanies the platoon to each event, is present with the platoon at all times in the candidate barracks, and remains on deck after hours in the platoon duty office.

e. The Platoon Commander's and Platoon Sergeant's hours vary daily depending on the events that they are required to attend and the pending administrative requirements. Both are permitted to leave OCS after the last event requiring their attendance each day. Commonly, both the Platoon Commander and Platoon Sergeant stay on deck for additional time in order to observe the platoon, attend chow periods, or update required candidate administration, especially prior to the Week 5, 7, and 9 Performance Boards.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

f. After evening chow on any given day, the Duty Officer, Duty Instructor, and Platoon Duty Rotation are usually the only remaining company staff with the candidates.

12. When the command investigation was commenced on 5 November 2010, there were (35) candidates remaining in First Platoon and (21) candidates having been disenrolled for various reasons to include: Not Physically Qualified (NPQ), Drop on Request (DOR), inability to evaluate, inability to adapt, and poor performance. [encl (5)]

13. All (35) First Platoon candidates on deck on 5 November 2010 were issued a preliminary questionnaire and follow-up interviews were conducted with (24) candidates. [encls (6)-(75)]

14. Phone interviews were conducted with (5) former Officer Candidates who had been disenrolled for various reasons prior to the commencement of the investigation. [encls (76)-(80)]

#### Findings of Fact

##### Basic Information

1. Gunnery Sergeant Jennifer N. Kelton, XXX XX 5349/0111, USMC with the additional MOS' of 0911 and 0916 entered active duty on 2 Aug 1999 and has a DOR of 1 Jan 2010. [encls (119), (120)]
2. GySgt Kelton completed the Marine Corps Recruit Depot (MCRD) Parris Island Drill Instructor Course in 2003. [encl (120)]
3. On 13 Dec 2005, GySgt Kelton received a Page 11 entry stating that she was convicted by civilian court of driving under the influence of alcohol on 2 Nov 2005. [encl (121)]
4. On 12 Dec 2005, GySgt Kelton received a Page 11 entry for unprofessional behavior with recruits in an incident that occurred on 19 Oct 2005 in the Female Readiness Platoon at MCRD Parris Island. [encl (121)]
5. The 12 Dec 2005 Page 11 entry counseled GySgt Kelton for violating the Recruit Training Standard Operating Procedures by failing "to properly supervise recruits," and "using poor judgment by improperly conducting incentive training and by threatening recruits with punishment in order to create peer pressure on another recruit." [encl (121)]
6. On 23 Jun 2006 to GySgt Kelton was taken to Battalion level NJP for three violations of UCMJ Article 92, specifically violation of

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

Depot Order 1513.6a for incidents where she physically intimidated her recruits, made humiliating physical contact with her recruits, and used foul language around (and towards) her recruits. [encls (121),(122)]

7. GySgt Kelton pleaded guilty to all the charges at Battalion level NJP and was awarded forfeiture of half months pay for two months (\$1109.00), removal of her black belt, Extra Punitive Discipline (EPD) for seven days (suspended for a period of three months), and restriction for seven days (suspended for a period of three months). [encls (121),(122)]

8. On 12 Jul 2006, GySgt Kelton received a 6105 for the Battalion level NJP citing the three counts of violation of UCMJ Article 92. [encl (121)]

9. On 14 Feb 2008, GySgt Kelton's Page 11 was annotated stating that she had completed a successful tour of drill instructor duty at MCRD Parris Island. [encl (121)]

10. On 4 May 2010, GySgt Kelton reported to OCS. [encl (119)]

11. On 10 May 2010 during the Staff Orientation Course (hereinafter "SOC"), GySgt Kelton received the OCS SOP Brief from Captain Andrew C. Sylling, the Assistant Operations Officer. [encls (141),(146)]

12. The OCS SOP briefed covered among other things, chapter (3) of the OCS SOP, standards of conduct expected from OCS Staff Members. [encl (146)]

13. On 10 May 2010, GySgt Kelton received the Standards of Conduct Brief from First Sergeant William C. Carter, Headquarters and Service (H&S) Company First Sergeant, OCS. [encls (141),(148)]

14. The Standards of Conduct Brief covered possible UCMJ violations, times that candidates can be touched, candidates rights, hazing, and authorized punishment. [encl (148)]

15. On 14 May 2010, GySgt Kelton signed a Statement of Understanding addressed to the Commanding Officer, OCS from herself stating that she had attended the OCS SOC from 10-21 May 2010 and that she has read and understands all information contained in the OCS SOP. [encl (123)]

16. GySgt Kelton was slated as Sergeant Instructor for First Platoon, Company I, Platoon Leaders Course-Juniors (PLC-Jrs), First Increment summer 2010, which occurred from 27 May to 3 July 2010. [encl (142)]

17. Company I leadership consisted of: [encl (142)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- a. Major Korvin S. Kraics, Company Commander
  - b. Captain Michael R. Barikian, Company Executive Officer
  - c. First Sergeant Ronda R. Porter, Company First Sergeant
  - d. Gunnery Sergeant Avery J. Cruz, Company First Sergeant (SNM assumed the billet after 1stSgt Porter sustained an injury executing the Obstacle Course)
18. On 19 May 2010, GySgt Kelton received written initial counseling from her Platoon Commander, Captain (then First Lieutenant) Sarah E. Carle that instructed compliance with the OCS SOP at all times. [encls (124), (125)]
19. After completion of one of the first Muscular Endurance Courses (MEC) during PLC-Jrs, First Increment summer 2010, GySgt Kelton instructed an unidentified candidate to clean up water that was spilled on the Physical Training (PT) table with her PT shirt. [encls (83), (115), (116)]
20. GySgt Kelton stated to the candidate, "You made the mess, you clean it up." [encls (83), (115)]
21. In full view of the entire company, the candidate climbed up on the PT table and rolled around on the water to wipe it up. [encls (83), (115)]
22. As this was occurring Major Kraics walked towards the PT table and observed the candidate on the table "rolling back and forth like a log." [encls (83), (115), (116)]
23. At that point, Major Kraics and GySgt Kelton locked eyes, and GySgt Kelton instructed the candidate to get off the PT table. [encl (116)]
24. Major Kraics briefed his company staff and Captain Carle that the incident was a "violation of his order, that it was hazing, and that GySgt Kelton was using the candidate as a dishrag to roll and clean up water." [encl (116)]
25. Major Kraics informed Colonel Richard C. Jackson II, Commanding Officer, OCS of the events on the day that they occurred. [encl (116)]
26. Colonel Jackson allowed Major Kraics to handle the hazing violation on the company level. [encl (116)]
27. Major Kraics viewed the incident as minor. [encl (116)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

28. Major Kraics viewed GySgt Kelton as one of the better Sergeant Instructors in Company I. [encl (116)]

29. Major Kraics issued GySgt Kelton a Non-Punitive Letter of Caution (NPLOC), sent her home for a week, and directed her to give a period of instruction (1.5hrs) on hazing to the Company I Drill Instructors. [encls (83), (115), (116)]

30. Captain Barikian thought that GySgt Kelton exercised poor judgment. [encl (83)]

31. Captain Carle described GySgt Kelton as, "Standing out from her peers in a positive manner, always having a lot of energy, and keeping up with her paperwork." [encl (115)]

32. GySgt Kelton told Captain Carle she did not think the incident was a problem at the time of the incident but looking back could see it was wrong. [encl (115)]

33. Captain Carle stated that upon GySgt Kelton's return there were no additional incidents during the cycle. [encl (115)]

34. Staff Sergeant Marina D. Lopez, XXX XX 8778/3381, USMC, with the additional MOS' of 0911, 0151, and 0917 entered active duty on 22 January 2001 and her date of rank (DOR) is 2 January 2008. [encls (129), (130)]

35. SSgt Lopez completed the Marine Corps Recruit Depot (MCRD) Parris Island Drill Instructor Course in 2006. [encl (130)]

36. On 15 April 2009, SSgt Lopez' Page 11 was annotated stating that she had completed a successful tour of drill instructor duty at MCRD Parris Island. [encl (131)]

37. On 2 May 2009, SSgt Lopez reported to OCS. [encl (129)]

38. SSgt Lopez has performed in the billet of Sergeant Instructor for three Officer Candidate Classes: OCC 201 during summer 2009, OCC 202 during fall 2009, and OCC 204 during summer 2010. [encls (132)-(138)]

39. SSgt Lopez has attended no less than three Staff Orientation Courses at OCS. [encls (134), (137), (138)]

40. SSgt Lopez has received three positive end of cycle written counselings from her previous Platoon Commanders: Captain Lauren K. Diana, Captain Margaret A. Smith, and Captain Rebecca A. McCollom for her performance during the previous training cycles. [encls (133), (135), (138)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

41. SSgt Lopez has received two positive letters of continuity from her previous Platoon Commanders, Captain Lauren K. Diana and Captain Margaret A. Smith, documenting her successful performance during previous training cycles. [encls (132), (136)]

42. On 27-30 September 2010, GySgt Kelton and SSgt Lopez attended the Fall SOC. [encls (126), (139), (143)]

43. On 27 September 2010, GySgt Kelton and SSgt Lopez received the Hazing Brief given by First Sergeant Christopher A. Farrell, Company C First Sergeant, OCS. [encls (143), (149), (150)]

44. The Hazing Brief covered the definition of hazing, the Marine Corps Policy on hazing, and how hazing is punished under the UCMJ. [encl (149)]

45. On 28 September 2010 GySgt Kelton and SSgt Lopez received the Commanding Officer, OCS Guidance and Intent brief from Lieutenant Colonel Michael M. Richman, Executive Officer, OCS; the OCS SOP brief from Captain Sylling, Operations Officer; and the Standards of Conduct brief from First Sergeant Richard Casarez, H&S Company First Sergeant, OCS. [encls (143), (146)-(148)]

46. GySgt Kelton and SSgt Lopez both signed Statements of Understanding (SOU) addressed to the Commanding Officer, OCS stating that they had attended the OCS SOC from 27-30 Sep 2010 and that they had read and understood all information contained in the OCS SOP. [encls (126), (139), (143)]

47. Their signed SOUs further stated that GySgt Kelton and SSgt Lopez understood the Commanding Officer's guidance concerning the principles, techniques, and procedures for the training, evaluating, and screening of Officer Candidates. [encls (126), (139), (147)]

48. GySgt Kelton and SSgt Lopez were slated as Sergeant Instructors for First Platoon, Company C, Officer Candidate Class 205 (OCC 205) fall 2010. [encl (144)]

49. On 30 September 2010, GySgt Kelton and SSgt Lopez received written initial counseling from the First Platoon Commander, Captain Crista D. Kraics that emphasized communication via the chain of command, reporting of misconduct, and respect. [encls (127), (146)]

50. During her initial counselings with GySgt Kelton and SSgt Lopez, Captain Kraics stressed zero tolerance for misconduct, hazing, and maltreatment of candidates. [encl (87)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

51. Captain Kraics informed GySgt Kelton and SSgt Lopez that no instance of misconduct, hazing, maltreatment or misconduct would be kept "in house" and that all concerns that related to such allegations would be immediately forwarded up the chain of command. [encl (87)]

52. Captain Kraics further stated she believed in "Positivism," building up vice tearing down and zero tolerance for bullying of any kind. [encl (87)]

First Platoon, Company C

53. Company C staff is comprised of: [encl (144)]

- a. Major Erik K. Tyler, Company Commander
- b. Captain Michael R. Barikian, Company Executive Officer
- c. First Sergeant Christopher A. Farrell, Company First Sergeant
- d. Gunnery Sergeant Juan M. Villegas, Company Gunnery Sergeant

54. First Platoon staff was comprised of the following Marines when the company commenced training on 6 October 2010: [encls (144), (151)]

- a. Captain Crista D. Kraics, Platoon Commander
- b. Gunnery Sergeant Christi J. Davis, Platoon Sergeant
- c. Gunnery Sergeant Jennifer N. Kelton, Sergeant Instructor
- d. Gunnery Sergeant Latorie S. Cannady, Sergeant Instructor
- e. Staff Sergeant Marina D. Lopez, Sergeant Instructor

55. Officer Candidate Class 205 (OCC 205) arrived at OCS on 1 October 2010 and underwent five days of in-processing from 1-5 October 2010. [encl (151)]

56. First Platoon was assigned the northwest squad bay on the third deck of candidate barracks building 5001 aboard OCS.

57. During in-processing the platoon was under the supervision and management of troop handlers from within H&S Company and did not include any members of the platoon or company staff. [ref (c)]

58. At 0700 on 6 October 2010, Company C attended the Commander's Orientation given by Lieutenant Colonel Richman, which detailed the rights ensured to Officer Candidates during training and the authorized physical contact allowed to OCS staff. [encls (151), (152)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

59. At 0730 on 6 October 2010, the H&S troop handlers turned over responsibility of the First Platoon, Company C to the platoon staff and training day one commenced. [encl (151)]

60. Fifty six (56) Officer Candidates commenced training on 6 October 10 in First Platoon, Company C and are listed as follows: [encls (5), (151)]

- a. Iris J. Antunezbarahona
- b. Evita M. Ayala
- c. Melissa A. Blake
- d. Michele A. Boeche
- e. Kate M. Brannon
- f. Laura D. Brenstuhl
- g. Christen A. Brown
- h. Kelsey C. Burnham
- i. Michelle L. Cabral
- j. Nicole C. Delpriore
- k. Traci J. Deshazor
- l. Rebecca L. Finley
- m. Jennifer L. Friese
- n. Emily A. Gabriel
- o. Jasmin P. Garcia
- p. Raeanna L. Grizzle
- q. Rebecca L. Hanif
- r. Eileen K. Harper
- s. Caitlin C. Havron
- t. Amber M. Helms

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

u. Monica C. Hernandez  
v. Kristen A. Hetsko  
w. Jennifer L. Howard  
x. Corey M. Hughey  
y. Mary T. Jentz  
z. Jayme L. Karlstrom  
aa. Keshia A. Levan  
bb. Kelli E. Lacosta  
cc. Christina Lopez  
dd. Laura R. Lundin  
ee. Kimberly D. Martinez  
ff. Stephanie L. Mills  
gg. Vanessa S. Nicholas  
hh. Kathleen J. Ohara  
ii. Kristen N. Parnell  
jj. Whitney N. Partridge  
kk. Laura A. Pethel  
ll. Amanda C. Pfabe  
mm. Danielle J. Ray  
nn. Joanna M. Reynolds  
oo. Danielle A. Richards  
pp. Phoebe D. Riner  
qq. Katelyn P. Roberts  
rr. Carolyn R. Schintzius

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

ss. Rebecca M. Swann  
tt. April C. Tatton  
uu. Britany T. Thompson  
vv. Lindsay M. Thorstenson  
ww. Leah L. Turner  
xx. Emily L. Tweto  
yy. Hannah D. Walden  
zz. Kelly A. Wills  
aaa. Gabriela M. Wilson  
bbb. Rachel L. Wooden  
ccc. Angela M. Wozniak  
ddd. Shanna B. Yelisetty

61. On 6 October 2010, GySgt Cannady was present for approximately four hours of transition training before she left training and did not return due to medical issues. [encls (145), (151)]

62. GySgt Cannady was not replaced by another Sergeant Instructor. [encl (145)]

63. On 21 October 2010, Company C candidates received a class on hazing that covered the definition of hazing, examples of hazing, and the Marine Corps Policy on Hazing. [encls (151), (156)]

64. After that class at 1020 on 21 October 2010, Captain Kraics conducted a platoon values-based discussion with First Platoon reemphasizing the key points regarding hazing. [encls (151), (157)]

Allegations involving actions conducted during the execution of Close Order Drill (COD):

65. During the majority of scheduled Close Order Drill (hereinafter "COD") periods, GySgt Kelton and SSgt Lopez instructed First Platoon to conduct incentive Physical Training (hereinafter "PT") oftentimes in some manner of running and would include instructions such as, "Go touch the bleachers" and "Run the four corners." [encls (6), (8), (10), (11), (15), (16), (20), (25), (37), (38), (42), (49), (52), (65), (68), (78), (79)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

66. On numerous occasions, GySgt Kelton and SSgt Lopez would advise the platoon, that transition time or COD time could go one of two ways, "The candidates could do as instructed or could spend the time PT-ing /Left, Right Layo-ing." [encl (45)]
67. GySgt Kelton punished First Platoon for infractions such as running too slow or not sounding off loud enough during COD by running again to the bleachers and back to the formation or by running to one of the corners of the parade deck as part of the "four corners." [encls (6), (10), (16), (20), (21), (65), (72)]
68. The typical sequence of events that would occur during COD periods was the following: GySgt Kelton and/or SSgt Lopez would instruct the squad or platoon on a drill movement; the platoon would attempt to execute the movement and fail to perform the movement to the Sergeant Instructor's satisfaction; the platoon would be instructed to run in some fashion; and the sequence would be repeated throughout the COD period. [encls (17), (34), (52)]
69. GySgt Kelton and SSgt Lopez stated on numerous occasions, "We will run for Candidate X," due to a minor infraction made by a specific candidate during the execution of a drill movement. [encls (6), (16), (18), (60)]
70. The Sergeant Instructors then ordered the platoon to say, "Thank you Candidate X" and instruct the platoon to run during drill periods. [encls (6), (16), (18), (60)]
71. Sergeant Instructors from other platoons were present when First Platoon was instructed to run around areas on the parade deck during COD. [encls (18), (56)]
72. Gunnery Sergeant Shawn D. Angell, 4th Platoon Sergeant described First Platoon's COD periods as running "Mobility laps," for approximately a quarter of the COD period. [encls (103), (104)]
73. "Mobility laps" are warm-up laps conducted by Officer Candidates prior to the commencement of scheduled PT events and involve jogging around the PT field while conducting stretching exercises. [ref (c)].
74. The term "get back" is used to reset the formation after a drill movement is executed incorrectly and depends upon the individual standards of the company and the team of Sergeant Instructors as to how far the platoon runs to reset. [encls (111), (112), (113)]
75. Gunnery Sergeant Jose A. Acero, the Battalion Drillmaster did not consider First Platoon Sergeant Instructors' use of the term "get back" as excessive or against the OCS SOP. [encl (113)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

76. GySgt Davis would stop the running on most occasions but was often not present when the excessive running occurred during drill. [encl (16)]
77. GySgt Kelton and SSgt Lopez would tone down the amount of running that they instructed First Platoon to do during COD, when GySgt Acero, GySgt Davis, and GySgt Villegas were in the area. [encl (52)]
78. The Company C Scoop Sheet that is published daily to the entire company staff by GySgt Villegas instructed on 12 Oct 2010 that, "During drill don't have the candidates run a PFT on the parade deck." [encl (153)]
79. Captain Kraics attended the first COD practice and randomly observed parts of subsequent drill practices. [encl (88)]
80. The only time that Captain Kraics saw First Platoon run was when they were instructed to "get back," after failing to properly to execute a drill movement. [encl (88)]
81. On multiple occasions, GySgt Kelton and SSgt Lopez would rip or forcefully grab the rifles out of candidates' hands and throw the rifle to the deck. [encls (8), (10), (12), (16), (21), (22), (24), (47), (51), (52), (66), (79), (162)]
82. GySgt Kelton would then instruct the candidate to perform push-ups for dropping the rifle on the deck. [encls (8), (10), (12), (16), (21), (22), (24), (47), (51), (52), (66), (79)]
83. GySgt Kelton's and SSgt Lopez' actions resulted in hand guards being broke off several M16A4 Service Rifles and lost; however when the weapons were inspected on 10 Nov 2010 only one M16A4 Service Rifle hand guard was broken off and lost resulting in a total damage of less than one dollar. [encls (8), (10), (12), (16), (21), (22), (24), (47), (51), (52), (66), (79), (162)]
84. Company C attained additional hand guards from the armory throughout the training cycle but it is unknown if this was due to the demanding nature of training or misuse of the M16A4 Service Rifle by GySgt Kelton and SSgt Lopez.
85. On two occasions, GySgt Davis observed SSgt Lopez throwing an M16A4 Service Rifle on the deck and immediately corrected her on both occurrences. [encl (89)]
86. GySgt Davis did not take additional action beyond the correction issued to SSgt Lopez. [encl (89)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

87. Captain Kraics was not aware of the fact that weapons were being mishandled and thrown on the deck. [encl (88)]

88. First Platoon Candidates were assigned 20-30 pushups for having the rifle's selector switch on semi or if the candidate did not speak properly while addressing the Sergeant Instructors. [encl (31)]

89. The platoon was instructed to run at trail arms by GySgt Kelton and SSgt Lopez. [encl (10)]

90. During a COD period, GySgt Kelton and SSgt Lopez instructed the candidates to carry the rifles at port arms utilizing only the right hand to hold the rifle to the point of fatigue, approximately 20 minutes. [encls (8), (10), (12), (49), (62)]

91. On one occasion, the platoon was drilling in squads and SSgt Lopez instructed the squad to carry the rifles at port arms one-handed for approximately 20 minutes. [encl (8)]

92. GySgt Davis did observe First Platoon being instructed to execute Port Arms with one hand. [encl (89)]

93. GySgt Davis allowed this action to occur because it was done to demonstrate the spacing required between candidates while marching. [encl (89)]

94. GySgt Davis "did not feel the candidate's hands were off the weapons for an excessive time." [encl (89)]

95. Captain Kraics did not observe the Platoon being instructed to carry weapons at port arms with one hand and was not aware of it occurring. [encl (88)]

96. On at least two occasions during COD GySgt Kelton would not assist Candidate Brown with proper drill movements. [encls (4), (76)]

97. Candidate Brown was assisted when, "A male Sergeant Instructor from another platoon came over to help her execute Inspection Arms and Left Shoulder Arms." [encl (4), (76)]

98. GySgt Kelton said to the unidentified staff member, "Don't help her; she's just a waste of time." [encl (4), (76)]

99. GySgt Kelton instructed the platoon to run to an unknown location on the parade deck and informed the platoon the reason they were running was because Candidate Brown "Was so disgusting that she needed a male's help." [encls (4), (76)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

100. Candidate Brown felt she needed to make self-corrections to her drill movements by looking at adjacent candidates' form, which resulted in the platoon having to run for Candidate Brown moving in formation. [encl (76)]

101. Candidate Brown noticed the platoon did not run as often when she was on Light Duty. [encl (76)]

102. In response to the collective punishment of First Platoon that was blamed on Candidate Brown, Candidate Roberts asked her to, "Leave so the platoon would not have to run so often." [encl (76)]

103. Major Tyler observed minimal portions of each drill period but did not witness a difference between the conduct of the platoons, a platoon running to the bleachers, or any excessive running. [encl (81)]

In my opinion, the above findings of fact substantiate:

- The term "get back" is commonly used within Company C and within OCS to reset a formation during COD, and is viewed as an acceptable practice by Company C leadership and the Battalion Drillmaster. [FF (71), (74), (75), (78-80)]
- Continuous use of the term "get back" or instructing the formation to run long distances on the parade deck during the execution of "get back" resulted in a large amount of running during COD. [FF (68), (74), (78)]
- GySgt Kelton and SSgt Lopez over-used the term, "get back," instructed the platoon to run a longer distance than was necessary to reset the formation, and instructed additional running during COD that was not necessary to reset the formation. [FF (65-70), (72-73), (78)]
- The large amount of running that First Platoon was instructed to do by GySgt Kelton and SSgt Lopez resulted in a decreased ability to learn and execute COD. [FF (65-70), (72-73), (78)]
- GySgt Kelton and SSgt Lopez purposely threatened the candidates with punishment in order to create peer pressure on a particular candidate within First Platoon. [FF (69-70), (96-102)]
- The amount of running that GySgt Kelton and SSgt Lopez instructed First Platoon to conduct varied depending on who was observing the platoon. [FF (76-77), (79)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- There was no significant training value gained from instructing First Platoon to conduct port arms with just one hand on the weapons and the result caused the candidates to experience muscle fatigue. [FF (90-95)]

- GySgt Kelton's actions with Candidate Brown during COD caused undue peer pressure on the candidate, which resulted in another candidate bullying her and ultimately precluded Candidate Brown from receiving a fair chance at earning a commission. [FF (96-102)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's and SSgt Lopez' actions during the conduct of COD are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3000, All OCS personnel will treat each Officer Candidate with firmness, fairness, and dignity. (2) 3004.1, Correcting a group of Officer Candidates for individual or collective infractions of rules or failure to learn is expressly prohibited. (3) 3004.2.e, Ten push-ups (one count) to an individual Officer Candidate for allowing his/her rifle to hit the deck. (4) 3005.1.g, All forms of "incentive Pt" are unauthorized at OCS except as covered by paragraph 3004.2e. (5) 3006.3.a, Candidates will be allowed to receive at all times, professional military training, leadership evaluation, and medical care without fear of reciprocity and unauthorized incentive training.

- In violation of Article 92, MCO 1700.28 Hazing specifically assigning more than the allowed ten push-ups for incentive training, running at trail arms for extended periods of time, conducting Port Arms movement with only the right hand for extended periods of time, all of which were abusive in nature. Additionally GySgt Kelton's treatment of Candidate Brown was humiliating in nature.

- In violation of Article 108 damage and loss of military property specifically the hand guards on one M16A4 service rifle.

In my opinion, the above findings of fact substantiate that GySgt Kelton was in violation of Article 92, specifically dereliction of her duties as a Drill Instructor on two occasions when she refused to instruct Candidate Brown on the execution of COD.

Allegations involving collective punishment for individual infractions:  
104. Individual candidate's names were often attached to punishment issued to the entirety of First Platoon by GySgt Kelton and SSgt Lopez. [encls (7), (9-11), (18), (23), (26), (28), (31), (34)-(37), (39), (45), (49), (51), (63), (65)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

105. The platoon was instructed to, "Say thank you to Candidate x" prior to the punishment or informed the platoon that, "We'll run for candidate x." [encls (7), (9-11), (18), (23), (26), (28), (31), (34-37), (39), (45), (49), (51), (63), (65)]

106. On at least one occasion, GySgt Kelton and SSgt Lopez vocally counted and recalled the number of infractions committed by members of the platoon throughout the course of the day. [encls (52), (79)]

107. The Sergeant Instructors then instructed the platoon to run laps when the platoon was waiting for chow or run on the parade deck the number of times that correlated with the accumulated number of infractions. [encls (52), (79)]

108. Captain Kraics was unaware that the Sergeant Instructors were keeping track of the number of infractions throughout the day for punishment later. [encl (88)]

109. On at least one occasion, the platoon only stopped running when a staff member from another platoon would make a comment to First Platoon's Sergeant Instructors. [encls (8), (10), (11), (12), (50)]

110. The sequence of events that would occur within the squad bay numerous times per evening when GySgt Kelton and SSgt Lopez were First Platoon Duty Rotation to punish the platoon for individual infractions: [encls (10), (21), (25), (26), (28), (34), (37), (38), (49), (52), (57), (79)]

- a. A specific candidate would commit an infraction
- b. The Sergeant Instructor would state, "Get outside"
- c. The entire platoon would have to run down the ladder well from the third deck to the parade deck
- d. At some point in this sequence the Sergeant Instructor would state, "Get back on line"
- e. The entire Platoon would have to run back to the squad bay

111. GySgt Kelton and SSgt Lopez punished the Platoon for individual candidates moving too slowly by making them run from the third deck to the light pole on the parade deck and back to the third deck. [encls (6), (7), (18), (21), (23), (25), (67), (72)]

112. This process would be repeated until the Sergeant Instructors were satisfied with the speed of execution and this type of correction occurred at least one time per week. [encls (6), (7), (18), (21), (23), (25), (67), (72)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

113. The entirety of First Platoon was punished for infractions by individual candidates and examples of the mass punishment included: [encls (6), (7), (9), (11), (15), (18), (21), (31), (34), (35), (37), (38), (42), (43), (45), (47), (49), (51), (65), (72)]

a. Running to the bleachers and returning to formation. [encl (6)]

b. Dumping gear out of footlockers.

c. Running to specific points on the parade deck while wearing gear and carrying rifles. [encls (34), (43), (72)]

d. Directing the platoon to, "Get outside," forcing the platoon to run from the third deck to the first deck and back. [encls (23), (37), (38), (42), (43), (47), (49), (65), (72)]

e. Holding out rifles or ILBE packs with arms extended and parallel to the deck for extended periods of time often resulting in the candidates' arm strength failing. [encls (10), (18), (22), (23), (35), (37), (39), (43), (47), (51), (56), (57), (62), (63), (72)]

114. GySgt Davis observed GySgt Kelton and SSgt Lopez instruct the platoon to run to go touch the bleachers on one occasion while moving to Yeckel classroom. [encl (89)]

115. GySgt Davis stopped the platoon from running to the bleachers and instructed the platoon to get back in formation in order to step off to the classroom. [encl (89)]

116. SSgt Lopez would state, "From Pain comes discipline" while the platoon was holding out rifles or ILBE packs for punishment. [encl (22)]

117. First Platoon was instructed on at least one occasion to move back and forth on the parade deck for failing to, "Move quickly or sound off." [encl (102)]

118. On two occasions, SSgt Lopez assigned the entirety of the platoon essays for not policing each other and not following instructions as individuals or as a platoon. [encls (8), (10), (12), (16), (28), (31)]

119. One of the essay topics was "The importance of Being On Line by Zero." [encl (8)]

120. GySgt Davis was aware of one of the platoon-wide essays that SSgt Lopez had assigned to First Platoon. [encl (89)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

121. GySgt Davis received only a small quantity of essays from SSgt Lopez for inclusion into the Candidate Record Books (CRB). [encl (89)]

122. Captain Kraics gave guidance to the platoon staff at the beginning of the training cycle that they would not give out platoon-wide chits or essays. [encl (88)]

123. Captain Kraics further directed that all chits and essays must display documentation of a candidate's potential to lead, with specific detail given to obvious character flaws, not for minor infractions. [encl (88)]

124. From 15 to 18 October 2010, Candidates Mills, Delpriore, and Reynolds, while holding the billet of squad leader were instructed by GySgt Kelton and SSgt Lopez to conduct PT for infractions committed by members of their squad. [encls (11), (12), (155)]

125. The First Platoon Sergeant Instructors ordered the squad leaders to run from the third deck to the first deck multiple times for infractions committed by members of her squad. [encls (11), (12), (155)]

126. On 16 October 2010, during the obstacle course PT, the squad leaders were instructed to run with members of the respective squad who were called out for minor infractions to touch the "open air shed" and run back. [encls (12), (22), (52)]

127. Captain Kraics was unaware of staff members instructing the squad leaders to conduct unauthorized PT for infractions committed by members of the squad. [encl (88)]

In my opinion, the above findings of fact substantiate:

- GySgt Kelton's and SSgt Lopez' use of collective punishment for individual infractions of rules created peer pressure on a specific candidates within First Platoon, and precluded their ability to receive a fair chance at earning a commission. [FF (104-105), (110-111), (113), (124-126)]

-The assignment of platoon-wide essays with trivial subjects by SSgt Lopez was in complete opposition to Captain Kraics' guidance and direction. [FF (118-119), (122-123)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's and SSgt Lopez' actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically (1) 2004.1, Connecting a group of Officer Candidates for individual or collective infractions of rules or failure to learn is expressly

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

prohibited. (2) 3005.1.a, Some prohibited actions are those which cause Officer Candidates to run unnecessarily up and down ladder wells or in and out of buildings. (3) 3005.1.g, All forms of "incentive Pt" are unauthorized at OCS except as covered by paragraph 3004.2e. (4) 3006.3.m, Candidates will be allowed to treat one's fellow Officer Candidates with mutual respect, fairness, dignity, compassion, and respect at all times.

- In violation of Article 92, MCC 1700.28 Hazing specifically holding weapons and ILBE packs with arms extended and parallel to the deck for extended periods of time.

In my opinion, the above findings of fact substantiate that SSgt Lopez was in violation of Article 90 by assigning platoon-wide essays and thus willfully disobeying the lawful command of the Platoon Commander, Captain Kraics.

Allegations Involving gear inspections:

128. On 9 October 2010, SSgt Lopez was First Platoon Duty Rotation and conducted a gear inspection for proper gear marking that commenced at some time after lights (2100). [encls (6), (10), (11), (15), (19), (25), (37-39), (42), (43), (47), (49), (57-59), (65), (67), (72), (79), (154)]

129. SSgt Lopez gave the platoon a power point presentation and a gear display to use as a reference for how gear should be marked. [encls (6), (10), (11), (15), (19), (25), (37-39), (42), (43), (47), (49), (57-59), (65), (67), (72), (79)]

130. After the initial gear inspection, SSgt Lopez informed the platoon that their gear was marked incorrectly and instructed the platoon to remove the marking tape and remark all of the gear. [encls (6), (10), (11), (15), (19), (25), (37-39), (42), (43), (47), (49), (57-59), (65), (67), (72), (79)]

131. SSgt Lopez continued to periodically inspect individual candidates and groups of candidates throughout the night, resulting in the platoon receiving anywhere from 0-30 minutes of sleep. [encls (6), (10), (11), (15), (19), (25), (37-39), (42), (43), (47), (49), (57-59), (65), (67), (72), (79)]

132. SSgt Lopez stated, "Mission accomplishment was most important, more so than sleep." [encls (15), (57)]

133. The next day SSgt Lopez informed Captain Kraics that the platoon was up late marking gear but did not inform her that she directed these actions and had inspected candidates throughout the night. [encl (88)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

134. Captain Kraics did not ask for amplifying information from SSgt Lopez. [encl (88)]

135. After SSgt Lopez informed her that gear marking had occurred throughout the night, Captain Kraics questioned a few (did not specify number) candidates about the marking of gear and the candidates stated the participation was voluntary. [encl (88)]

136. On 28 October 2010 during transition training, SSgt Lopez stated the platoon was not keeping the squad bay clean enough and they were going to get it up to 'deployment status.' [encls (2), (8), (7), (25), (79), (154)]

137. SSgt Lopez was the First Platoon Duty Rotation on 28 October 2010. [encl (154)]

138. Transition time occurred from 1800-2000, and the last event that had required additional members of the platoon staff was COD, which finished at 1330. [encl (151)]

139. SSgt Lopez instructed the platoon to dump footlockers, wall lockers, daypacks, ILBE Packs, and everything from under the racks on the floor in the middle of the squad bay. [encls (2), (8), (7), (25), (79)]

140. The candidates were instructed to place the gear in the ILBE pack and hold the ILBE Pack with both arms extended and parallel to the deck until SSgt Lopez was satisfied this task was completed. [encls (2), (8), (7), (25), (79)]

141. SSgt Lopez then directed specified items to be placed in a particular place in the foot and wall lockers. [encls (2), (8), (7), (25), (79)]

142. All other items were placed in the sea bags and the sea bags were then placed in the wall lockers. [encls (2), (8), (7), (25), (79)]

143. On more than one occasion, SSgt Lopez conducted gear inventories in order for candidates to, "Find their volume in the bottom of their ILBE Pack." [encls (4), (8)-(12), (16), (20), (21), (24), (29), (34), (35), (39), (42), (45), (47), (51), (63), (65), (67)]

144. This exercise involved dumping the contents of the ILBE Packs in the deck of the squad bay and inventorying the tactical gear one piece at a time. [encls (4), (8-12), (16), (20), (21), (24), (29), (34), (35), (39), (42), (45), (47), (51), (63), (65), (67)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

145. The candidates were instructed to place the gear in the ILBE pack and hold the ILBE Pack with both arms extended and parallel to the deck until SSgt Lopez was satisfied this task was completed. [encls (4), (8-12), (16), (20), (21), (24), (29), (34), (35), (39), (42), (45), (47), (51), (63), (65), (67)]

146. GySgt Davis heard SSgt Lopez state, "Oh I guess we need to find our volume in the bottom of our ILBE pack" while instructing the platoon to pack gear but did not observe any action taken with the statement. [encl (89)]

147. Captain Kraics was not aware of the gear inventories that consisted of, "Finding volume at the bottom of the ILBE pack." [encl (88)]

148. Captain Kraics gave the guidance throughout the training cycle that gear inspections must always have training value such as identifying lost gear or preparing for the field. [encl (88)]

In my opinion, the above findings of fact substantiate that SSgt Lopez' actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3006.3.b, Candidates will be allowed to have uninterrupted sleep during the hours scheduled for sleep except for authorized guard, security duty, fire drills, authorized searches, or quiet waking of individuals for administrative or sanitary reasons. (2) 5031.1, Under no circumstances will weapons, equipment, clothing, or bedding be thrown about or disturbed beyond the degree necessary to inspect it.

- In violation of Article 92, MCO 1700.28 Hazing, specifically holding ILBE packs with arms extended and parallel to the deck for extended periods of time.

- In violation of Article 90 by conducting inspections not in accordance with Captain Kraics' orders.

Allegations regarding name calling and humiliation:

149. At 1900 on 31 October 2010, during a Company C accountability formation held after liberty, SSgt Lopez, who was the Company C Duty Instructor, posed a rhetorical question to First Platoon to which a single candidate replied, "Aye SSgt." [encls (6), (7), (12), (16), (23), (24), (34), (38), (45), (47), (51), (52)]

150. This action caused a few male candidates in a platoon immediately to their left in the formation to laugh. [encls (6), (7), (12), (16), (23), (24), (34), (38), (45), (47), (51), (52)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

151. SSgt Lopez then stated to the male platoon, "That's funny, you can laugh, ok you can laugh." [encls (6), (7), (12), (16), (23), (24), (34), (38), (45), (47), (51), (52)]
152. SSgt Lopez then instructed the entire male platoon to laugh at First Platoon. [encls (6), (7), (12), (16), (23), (24), (34), (38), (45), (47), (51), (52)]
153. The male platoon began to make a laughing noise that was described as, "Forced and uncomfortable laughter." [encls (24), (34), (38), (45), (47), (51), (52), (63)]
154. SSgt Lopez stated to First Platoon, "They are laughing at you, genuinely laughing at you for being typical females." [encls (6), (7), (12), (16), (23), (24), (34), (38), (45), (47), (51), (52)]
155. One male Sergeant Instructor was present during this incident and allowed it to go on, but it is unknown which Sergeant Instructor this was. [encl (8), (45), (47), (63), (65)]
156. SSgt Lopez mentioned to Captain Kraics this event and stated that one of the male platoons had laughed at First Platoon for an unwarranted response from an individual candidate to SSgt Lopez. [encl (88)]
157. Captain Kraics inquired what SSgt Lopez did when the male platoon laughed and SSgt Lopez informed Captain Kraics that she did not do anything and that the formation ended soon after. [encl (88)]
158. Captain Kraics did not look into this event further and did not ask SSgt Lopez for more information. [encl (88)]
159. GySgt Kelton and SSgt Lopez would publicly humiliate candidates by making disparaging remarks about their weight, appearance, and level of intelligence. Specific examples include: [encls (6), (7), (9), (10), (15), (18), (21), (23-25), (29), (31), (32), (34), (39), (47), (52), (57), (59), (60), (63), (65), (67)]
- a. "Stupid". [encls (6-8), (23), (24), (31), (32), (47), (63), (65)]
  - b. "Retarded". [encls (6), (16), (22), (26), (29), (31), (34), (47), (57), (60)]
  - c. "Idiots". [encls (16), (23), (29), (31), (32), (57)]
  - d. "Ms. Cheeseburger/Greasy Cheeseburger". [encls (7), (8), (10), (12), (16), (21), (22), (39), (47)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- e. "Weak ass females". [encl (23)]
  - f. "Piece of shit". [encls (10), (12), (16), (31), (32)]
  - g. "Candidate X prefers to stuff her fat face." [encl (25)]
  - h. "I'm sure you would open your mouth for a big fat cheese burger." [encls (34), (39), (52), (54)]
  - i. "159" (Candidate O'Hara weighed 159 pounds and disclosed this information after GySgt Kelton asked her weight and max weight for her height. This occurred on approximately ten occasions in front of the platoon.) [encls (22), (34), (39), (51), (52)]
  - j. "Typical (stupid) females". [encls (8), (47)]
  - k. "Pieces of garbage". [encls (8), (10), (16), (29), (32), (49), (62)]
  - l. "Fucking weirdo". [encls (10), (12), (24), (16), (57), (58)]
  - m. "You worthless piece of crap". [encl (60)]
  - n. "Fat Face". [encl (62)]
  - o. "Fuck up". [encls (10), (24)]
160. Captain Kraics was not aware of staff members referring to candidates by the above unauthorized names. [encl (88)]
161. GySgt Kelton called Candidate Walden the nickname "Billy," due to her short haircut. [encl (22)]
162. Captain Kraics heard GySgt Kelton call Candidate Walden "Billy" and immediately instructed GySgt Kelton not to address candidates with nicknames. [encls (88), (89)]
163. Captain Kraics did not hear GySgt Kelton call Candidate Walden the nickname "Billy" again after being corrected. [encl (88)]
164. After the conduct of the five-mile run, GySgt Kelton instructed the platoon to sound off that Candidate Brown was, "Pathetic," "Disgusting," and "That typical female." [encls (57), (58)]
165. SSgt Lopez instructed Candidate Lopez to change her name and mark all of her gear as Candidate Zepol (Lopez spelled backwards). [encls (12), (47), (52), (79)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

166. SSgt Lopez corrected a fellow staff member for not addressing Candidate Lopez as Candidate Zepol. [encls (12), (47), (52), (79)]

167. GySgt Acero heard a First Platoon Staff Member refer to Candidate Zepol. [encl (113)]

168. Captain Kraics was aware Candidate Lopez's name was changed to Zepol. [encl (88)]

169. Captain Kraics believed this to be a candidate-driven change to avoid calling the wrong Lopez throughout the day and being punished for it. [encl (88)]

170. Captain Kraics and GySgt Davis still called Candidate Lopez by her proper name in front of the platoon. [encl (52)]

171. After one meal, GySgt Kelton and SSgt Lopez made a roster of all of the candidates who ate cake at chow. [encl (52)]

172. Later that evening that when Candidate O'Hara requested permission to enter the duty hut SSgt Lopez told her to, "Go away, there is no cake in here." [encl (52)]

173. 1stSgt Farrell corrected GySgt Kelton on one occasion for not calling a candidate correctly by their name. [encl (84)]

174. 1stSgt Farrell does not recall the specifics of the correction. [encl (84)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's and SSgt Lopez' actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3003.3.a, OCS Staff Personnel will not make statements, gestures, or engage in any action that could be interpreted as racial, gender, or ethnic prejudice or bias. (2) 3003.3.b, OCS Staff Personnel will not direct racial, gender, or ethnic slurs, comments, or jokes toward an Officer Candidate. (3) 3003.3.e, OCS Staff Personnel will not prescribe a nickname for a candidate associated with his/her physical appearance or overall performance (e.g. doughboy or run drop). (4) 3003.10, OCS personnel will not use profanity in the presence of Officer Candidates. (5) 3005.1.h, Some prohibited actions are those which cause Officer Candidates to be the object of jokes or comments based on an Officer Candidate's race, ethnic background, religion, gender, age, or national origin. (6) 3005.3.m, Candidates will be allowed to treat one's fellow Officer Candidates with mutual respect, fairness, dignity, compassion, and respect at all times.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- In violation of Article 92, MCO 1700.28 Hazing, due to exposing First Platoon to humiliating activities.

Allegations Regarding the Use of Foul Language:

175. On one occasion, GySgt Kelton asked the platoon, "Does it bother you if I use the word Fuck?" and proceeded to tell the platoon that she did not care and, "That it was going to happen because the platoon was so frustrating." [encl (37)]

176. The level of profanity increased during training weeks four and five (24 October-3 November 2010). [encls (10), (29)]

177. Captain Kraics heard GySgt Kelton use "Fuck" on more than one occasion in front of the platoon and directed her to stop on each occasion. [encl (88)]

178. Captain Kraics did not take any additional action against the GySgt Kelton for violating her direction to not use the term "Fuck" in the presence of Officer Candidates. [encl (88)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically (1) 3003.10, OCS personnel will not use profanity in the presence of Officer Candidates.

Allegations involving unauthorized touching:

179. On numerous occasions, GySgt Kelton and SSgt Lopez have touched an Officer Candidate or their clothing in a manner that was not consistent with the scope of their authority as granted by the OCS SOP or was with greater force than was reasonably necessary to accomplish the authorized purpose. [encls (19), (20), (22), (24), (27), (32), (37), (47), (52), (58), (66), (75), (78)]

180. Candidate Burnham was grabbed by the blouse and pulled out of formation in order to be corrected during drill. [encls (19), (20)]

181. GySgt Kelton shoved candidates from first and second squad out of the way to get close to a candidate in third squad who had smirked in formation. [encl (22)]

182. On the evening of 3 November 2010, SSgt Lopez grabbed Candidate Helms' sweater in the chest area in order to push her away. [encl (32)]

183. SSgt Lopez' movement pushed Candidate Helms a half of a foot away and was unnecessary. [encl (32)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

184. GySgt Kelton has grabbed candidates by their blouse in order to move them around. [encls (22), (47), (58), (78)]
185. GySgt Kelton grabbed Candidate Grizzle by the chest of her Gore-tex and pulled forcefully. [encls (27), (58)]
186. SSgt Lopez pushed Candidate Grizzle from behind when she was online, while she was putting on her daypack. [encl (27)]
187. A First Platoon Sergeant Instructor forcefully undid Candidate Gabriel's two hair braids on pick up day. [encl (24)]
188. On Sunday 10 October 2010, SSgt Lopez forcefully undid Candidate Gabriel's bun before religious services. [encl (24)]
189. GySgt Kelton forcefully grabbed Candidate O'Hara and other candidates during drill to move her. [encl (52)]
190. GySgt Kelton forcefully grabbed Candidate Tatton on her forearm to move her into another position and it caused Candidate Tatton pain. [encl (66)]
191. On an unknown date early in training, Candidate Hughey cut her hand on a footlocker and sustained a laceration that was bleeding badly enough for blood to drip onto the floor. [encls (37), (75)]
192. Candidate Hughey put a band-aid on the laceration. [encls (37), (75)]
193. However, blood soaked through the band-aid and Candidate Hughey taped a sock onto the laceration. [encls (37), (75)]
194. Candidate Hughey did not know about the medical footlocker and its location within the squad bay, which is why she used a sock as a bandage. [encls (37), (75)]
195. During the nightly hygiene inspection, SSgt Lopez asked Candidate Hughey if she had any issues to report. [encls (37), (75)]
196. Candidate Hughey showed SSgt Lopez her hand, and SSgt Lopez forcibly removed the sock and verbally berated the candidate for utilizing an unauthorized bandage. [encls (37), (75)]
197. Candidate Hughey flinched when the sock was torn off and later received a chit for being disrespectful. [encls (37), (75)]
198. SSgt Lopez told Candidate Hughey that she, "Did not need medical attention that evening." [encls (37), (75)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

199. The next morning Captain Kraics bandaged Candidate Hughey's laceration with items from the medical footlocker in the candidate barracks but did not send her to medical. [encls (37), (75)]

200. Captain Kraics recalls dressing Candidate Hughey's hand but was unaware of the events that took place with SSgt Lopez. [encl (88)]

201. Captain Kraics and GySgt Davis were not aware of any unauthorized touching by the Staff Members. [encl (88)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's and SSgt Lopez' actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3003.1, The six occasions upon which OCS personnel are authorized to touch the person or clothing of an Officer Candidate. (2) 3003.2, When touching an Officer Candidate or equipment for any of the purposes listed above, no person shall come in physical contact to any great extent or with any greater force than is reasonably necessary to accomplish the authorized purpose.

~~Allegations regarding the use of cell phones to take pictures of candidates.~~

202. On 19 October 2010, SSgt Lopez took a picture of Candidate Brown before the 4-mile conditioning hike. [encl (76)]

203. Candidate Brown's pack was not properly packed and had gear hanging out of all ends. [encl (76)]

204. Candidate Brown was located at the front of the formation. [encl (76)]

205. SSgt Lopez shouted at Candidate Brown and asked another Sergeant Instructor for her phone to take a picture. [encl (76)]

206. Candidate Brown heard the sound of the picture being taken. [encl (76)]

207. Captain Kraics did not witness a Staff Member take a picture of Candidate Brown's pack nor did she perceive any unauthorized actions were occurring. [encl (88)]

208. Captain Kraics did witness GySgt Kelton, SSgt Lopez, and SSgt Phoenix coming over to the platoon, and believes something may have occurred during this time due to the Sergeant Instructors seeming anxious for her to leave the area. [encl (88)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

209. GySgt Kelton utilized her Apple iphone to take a picture of Candidate Partridge in front of the platoon while she was wearing her gear and holding her weapon incorrectly. [encls (9), (10), (46), (52), (69), (70)]

210. After taking the picture, GySgt Kelton called over another Sergeant Instructor to look at the picture, and they both laughed at the picture. [encls (9), (10), (46), (52), (69), (70)]

211. SSgt Lopez took a picture of a candidate and showed it to another Staff Member as a "Form of amusement" at some time during week two. [encl (44)]

212. GySgt Kelton took a picture of another candidate, possibly Candidate Martinez, during drill because the candidate was holding her weapon backwards. [encl (50)]

213. GySgt Acero recalls hearing about an incident where a First Platoon Staff Member took a picture of a candidate but did not hear about any specifics on the incident and did not take any action. [encl (113)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's and SSgt Lopez' actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3000, All OCS personnel will treat each Officer Candidate with firmness, fairness, and dignity. (2) 3003.13, OCS personnel will not use personal electronic devices (cell phones) in the presence of Officer Candidates.

Allegations involving unauthorized PT:

214. The OCS SOP states that prohibited actions include performing authorized physical exercises at an unauthorized time or place. [ref (c)]

215. The OCS SOP states that all forms of incentive PT are unauthorized at OCS except for ten push-ups (one count) issued to an individual Officer Candidate for allowing his/her rifle to hit the deck or handles the weapon in an unsafe manner. [ref (c)]

216. GySgt Kelton and SSgt Lopez instructed the platoon to execute incentive PT multiple times per day outside of the scheduled PT periods to include: [encls (8-12), (15), (16), (18), (19), (23-25), (28), (31), (32), (34-36), (39), (40), (42-45), (47), (49), (51), (52), (54), (57), (60-62), (65), (69), (72), (78), (79)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

a. Running circles near Bobo Chow Hall while wearing day packs, war gear (cartridge belt with two canteens), and carrying rifles before and after chow on an almost daily basis (approximately 5-20 minutes). [encls (8-12), (15), (16), (18), (20), (23), (25), (28), (31), (32), (36), (39), (40), (42), (43), (47), (49), (51), (52), (54), (56), (57), (60) (62), (65), (69), (78), (79)]

b. Running on the parade deck, commonly after chow periods, when returning to the squad bay. [encls (10), (15), (21) (23), (24), (28), (31), (34), (35), (38), (39), (43-45), (47), (49), (51), (54), (57), (69), (72)]

c. Running in place outside the ladder well hatches of the candidate barracks in the evening during hours of darkness. [encls (10), (69)]

d. Running around the parade deck or running 'The four corners of the parade deck' during hours of darkness. [encls (10), (11), (24), (29), (31), (32), (34), (36), (37), (40), (42), (44), (45), (54), (69), (79)]

e. Unnecessarily running in and out of the platoon's squad bay, which was commonly combined with running from the third deck to the first deck and back. [encls (8), (10), (16), (18-20), (25), (26), (31), (32), (33)-37), (39), (40), (42-45), (47), (49), (51), (52), (56), (57), (59), (60), (62), (63), (65), (69), (72), (79)]

f. Instructing candidates to perform more than 10 pushups at a time for a given rifle infraction to include upward of 30-40 pushups per set. [encls (19), (31), (51), (52)]

g. Running on the footbridge going over the railroad tracks to Bobo Chow Hall. [encls (42), (51), (65)]

217. The term running 'The four corners of the parade deck' meant that the platoon would be instructed to run to a certain corner on the parade deck which was given a number and then instructed to run to another corner, which was also annotated with a number. [encls (46), (159)]

218. A similar expression that the candidates were instructed to do was to run the "6 (or 7 or 8 depending on which candidate is asked) points of the parade deck." [encls (46), (159)]

219. GySgt Kelton and SSgt Lopez informed First Platoon, "They would run everywhere, if they were not running at all times further consequences would follow." [encl (69)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

220. GySgt Kelton and SSgt Lopez instructed the platoon that the purpose for running everywhere was to better prepare the candidates for hikes. [encls (15), (78)]

221. GySgt Kelton and SSgt Lopez would call the sessions, "Left Right Layo Runs." [encls (23), (44), (45)]

222. On one occasion GySgt Kelton berated a candidate for drinking from her canteen during drill. [encl (50)]

223. Later that day during a ten-minute break during classes, GySgt Kelton took the platoon outside of Yeckel Hall and had them double time in place. [encl (50)]

224. GySgt Kelton stated, "You waste my time drinking during drill, I'll waste your time between classes." [encl (50)]

225. Captain Kraics was not present during this event. [encl (88)]

226. It is not uncommon for Platoon Commanders to not attend COD practice and academic classes unless they are the assigned Company Duty Officer on that day.

227. Several members of the Company C staff have observed various levels of the PT that GySgt Kelton and SSgt Lopez instructed the platoon to perform. [encls (91), (93), (102-104)]

228. Staff members referred to First Platoon as "The ones always double timing," within earshot of the candidates. [encl (49)]

229. GySgt Angell stated, "GySgt Kelton and SSgt Lopez have been known to make First Platoon run during any type of movement (i.e. parade deck, to/from the chow hall, and admin movements)." [encls (103), (104)]

230. GySgt Angell corrected GySgt Kelton on multiple occasions and told her to stop running outside of authorized physical training periods. [encls (103), (104)]

231. GySgt Angell stated the joke in the company and battalion was that "First Platoon ran everywhere." [encls (103), (104)]

232. GySgt Angell stated, "Running the platoon for minor infractions has little if any training value, but was a common occurrence throughout the entire company." [encl (104)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

233. GySgt Borrero stated, "In place double time" was the joke in the company because you could always hear First Platoon yelling it. [encl (93)]
234. Captain Orozco stated, "First Platoon Sergeant Instructors had the platoon 'in place double time' to correct a deficiency" at the chow hall. [encl (102)]
235. Captain Dagher asked GySgt Kelton, "Why do you always in place double time." [encl (91)]
236. Captain Dagher does not recall GySgt Kelton's response. [encl (91)]
237. GySgt Angell informed GySgt Davis that he observed and corrected GySgt Kelton and SSgt Lopez for instructing First Platoon to run at unauthorized times. [encl (89)]
238. GySgt Davis has heard both GySgt Kelton and SSgt Lopez state, "We ran on the parade deck last night." [encl (89)]
239. GySgt Davis has also heard GySgt Kelton mention running the "Four corners," and SSgt Lopez mention running the "Eight points." [encl (89)]
240. Upon hearing that statement by both Sergeant Instructors, GySgt Davis instructed them to stop running the platoon outside of authorized PT periods. [encl (89)]
241. GySgt Davis verbally counseled GySgt Kelton and SSgt Lopez to stop running the platoon outside of authorized PT periods at least once weekly since training had commenced. [encls (88), (89)]
242. GySgt Davis did not inform Captain Kraics of any incidents that she had heard regarding First Platoon being instructed to perform unauthorized PT until 30 October 2010, after the incidents regarding the 5-mile run. [encls (88), (89)]
243. The unauthorized PT sessions would not occur in the presence of Captain Kraics or GySgt Davis, and would only occur when GySgt Kelton or SSgt Lopez were the assigned First Platoon Duty Rotation. [encls (20), (23), (44), (45)]
244. On the days that Captain Kraics is not the Company C Duty Officer (four of every five days), she is not required to remain on deck past the last event that requires platoon commander attendance, which varies based on the training schedule. [ref (c), encls (151)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

In my opinion, the above findings of fact substantiate that GySgt  
Kelton's and SSgt Lopez' actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1)  
3004.1, Correcting a group of Officer Candidates for individual or  
collective infractions of rules or failure to learn is expressly  
prohibited. (2) 3004.2.e Ten push-ups (one count) to an individual  
Officer Candidate for allowing his/her rifle to hit the deck. (3)  
3005.1.g, Some prohibited actions are those which cause Officer  
Candidates to perform authorized physical exercise at an unauthorized  
time or place. All forms of "incentive Pt" are unauthorized at OCS  
except as covered by paragraph 3004.2e (4) 3006.3.a, Candidates will  
be allowed to receive at all times, professional military training,  
leadership evaluation, and medical care without fear of reciprocity and  
unauthorized incentive training. (5) 3006.3.b, Candidates will be  
allowed to have uninterrupted sleep during the hours scheduled for  
sleep except for authorized guard, security duty, fire drills,  
authorized searches, or quiet waking of individuals for administrative  
or sanitary reasons.

- In violation of Article 92, MCO 1700.28 Hazing.

Allegations involving unauthorized PT conducted during Buddy Pair Fire  
and Movement course:

245. During the Buddy Pair Fire and Movement Course on 9 October 2010,  
GySgt Kelton and SSgt Lopez instructed the platoon to do "Up/down  
drills" while they were standing by to run the course. [encls (50),  
(151)]

246. An unidentified Officer and Tactics Marine approached the platoon  
and told the Sergeant Instructors to stop the "Up/down drills". [encl  
(50)]

247. Captain Kraics was not aware that "Up/down drills" occurred while  
First Platoon was waiting to start the course. [encl (88)]

248. Captain Kraics and GySgt Davis were remediating candidates who  
failed the weapons handling test at the squad bay while the rest of the  
platoon was staged at the course. [encl (88)]

In my opinion, the above findings of fact do not substantiate that  
GySgt Kelton's and SSgt Lopez' actions are in violation of any UCMJ  
article or in violation of the OCS SOP.

Allegations involving unauthorized PT during the Senior Fartlek Course  
on 12 October 2010:

249. On 12 October 2010, during the Introduction to the Senior Fartlek  
Course, SSgt Lopez instructed the squad to conduct additional PT for

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

minor infractions such as not sounding off. [encls (29), (32), (36),  
(40), (44), (50-52)]

250. The additional PT consisted of running in circles while not  
waiting for stragglers, running repeat hills, and re-doing the  
exercises at stations along the course. [encls (29), (32), (36), (40),  
(44), (50-52)]

251. The extra exercises resulted in the squad returning 30 minutes  
after all other squads in the platoon finished. [encls (29), (32), (36),  
(40), (44), (50-52)]

252. SSgt Lopez's squad was the second of three squads in First  
Platoon to start the course. [encls (29), (32), (36), (50)]

253. Captain Kraics observed SSgt Lopez and her squad finish the  
Introduction to the Senior Fartlek Run 30 minutes after the entire  
platoon. [encl (88)]

254. Captain Kraics believed the squad was late due to SSgt Lopez'  
poor conditioning and discussed the idea of dropping down to two squads  
during runs so the candidates were not exposed to a Staff Member  
setting a poor example. [encl (88)]

In my opinion, the above findings of fact substantiate that SSgt Lopez'  
actions on 12 October 2010 are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1)  
3004.1, Correcting a group of Officer Candidates for individual or  
collective infractions of rules or failure to learn is expressly  
prohibited. (2) 3005.1.g, Some prohibited actions are those which  
cause Officer Candidates to perform authorized physical exercise at an  
unauthorized time or place. All forms of "incentive Pt" are  
unauthorized at OCS except as covered by paragraph 3004.2e

Allegations involving unauthorized PT conducted at Bobo Chow Hall:

255. GySgt Kelton and SSgt Lopez instructed the platoon to execute PT,  
which consisted of running circles near Bobo Chow Hall while wearing  
day packs, war gear (cartridge belt with two canteens), and carrying  
rifles. [encls (8-12), (15), (16), (18), (20), (23), (25), (28), (31), (32),  
(36), (39), (40), (42), (43), (47), (49), (51), (52), (54), (56), (57), (60) (62),  
(65), (69), (78), (79)]

256. The platoon was instructed to run before and after chow. [encls  
(8-12), (15), (16), (18), (20), (23), (25), (28), (31), (32), (36), (39), (40),  
(42), (43), (47), (49), (51), (52), (54), (56), (57), (60) (62), (65), (69), (78),  
(79)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

257. This would occur at any meal of the day and would last in duration anywhere from an estimated five to twenty minutes. [encls (8-12), (15), (16), (18), (20), (23), (25), (28), (31), (32), (36), (39), (40), (42), (43), (47), (49), (51), (52), (54), (56), (57), (60), (62), (65), (69), (78), (79)]
258. When SSgt Lopez was First Platoon Duty Rotation, the platoon would run outside the chow hall at nearly every meal. [encls (60-61)]
259. One of the areas that the candidates were instructed to run in at the chow hall was the grassy area located to the Northeast of the cement walkway immediately after exiting the foot bridge to Bobo Chow hall. [encls (10), (12), (18), (20), (49), (52), (54), (61), (65), (79), (112), (158), (160), (161)]
260. GySgt Kelton and SSgt Lopez instructed the platoon to run in this area in the mornings and evenings during hours of darkness, despite the uneven terrain and several obstacles within the area. [encls (10), (12), (18), (20), (49), (52), (54), (61), (65), (79), (158), (160), (161)]
261. During training week one and two (6-16 October 2010), GySgt Davis observed the First Platoon being instructed to run around the area outside of Bobo Chow Hall. [encl (89)]
262. GySgt Davis did not consider the running to be "excessive" and took no action. [encl (89)]
263. Company C Staff Members have observed First Platoon running around the grassy area directly to the left of the footbridge by Bobo Chow Hall for one or two laps. [encls (91), (97), (103), (104), (112)]
264. The Company C Staff members who observed the running did not view it as excessive or unauthorized PT. [encls (91), (97), (103), (104), (112)]
265. Numerous candidates tripped and fell during these runs, especially during the hours of darkness. [encls (10), (12), (18), (20), (49), (52), (54), (61), (65), (79), (158), (160), (161)]
266. When candidates would fall, other candidates attempted to help them up and GySgt Kelton instructed the platoon not to help the candidates and state, "They are weak and I hope they get injured" and SSgt Lopez would state, "Leave them behind." [encls (10), (12), (18), (20), (49), (52), (54), (61), (65), (79)]
267. On 8 October 2010 when First Platoon was running outside the chow hall, Candidate Riner was carrying two weapons and tripped. [encls (60), (61), (171)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

268. Candidate Riner sprained her ankle and went to medical the following day where she received an ankle brace to assist the injury. [encls (60), (61), (171)]

269. Once, while running on the footbridge that goes over the railroad tracks to Bobo Chow Hall, Candidate Pfabe fell. [encls (88), (173)]

270. Captain Kraics observed a large, approximately two inch long, abrasion on Candidate Pfabe's arm and assisted the candidate with treating and bandaging the abrasion using the medical footlocker in the candidate barracks. [encls (88), (173)]

271. Candidate Pfabe informed Captain Kraics that the abrasion had come from falling on the footbridge, but did not tell Captain Kraics that it had occurred when she was instructed to run on the footbridge. [encls (88), (173)]

272. At some point, an unidentified staff member corrected GySgt Kelton and instructed her that the candidates were not allowed to run on the footbridge. [encl (51), (52)]

273. First Platoon was also instructed to run along the eastern side of the annex chow hall, around the platoon staging area located outside the candidate exit hatch of Bobo Chow Hall, and in a grassy area located northeast of the platoon staging area. [encls (50), (158)]

274. GySgt Davis observed the platoon being instructed to run around the staging area at the chow hall when staging gear or receiving hip pocket classes during training week one and two. [encl (89)]

275. Gunnery Sergeant Julio R. Gonzalezserrano, 5th Platoon Sergeant, witnessed First Platoon running at the chow hall and stated to GySgt Kelton, "Why is your platoon running? They need to get to chow." [encl (108)]

276. GySgt Kelton then stopped the platoon and instructed them to go into the chow hall. [encl (108)]

277. The only type of activity that Captain Kraics observed was the platoon being instructed to "Go, get back" in the staging area during training week one and was determined to be training not PT. [encl (88)]

278. Major Tyler did not observed First Platoon running at any time. [encl (81)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's and SSgt Lopez' actions are:

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3005.1.g, Some prohibited actions are those which cause Officer Candidates to perform authorized physical exercise at an unauthorized time or place. All forms of "incentive Pt" are unauthorized at OCS except as covered by paragraph 3004.2e.

- In violation of Article 92, MCO 1700.28 Hazing, specifically instructing First Platoon to conduct PT during times of darkness in an unlit grass lot that is riddled with obstacles, which is unnecessary and abusive in nature

- In violation of Article 93, cruelty and maltreatment, due to GySgt Kelton's and SSgt Lopez' actions being cruel towards First Platoon who were under their direction and supervision at the time, and resulted in injuries to at least two candidates.

In my opinion, the above findings of fact substantiate that GySgt Kelton's actions are in violation of Article 92 OCS Order OCSOP1530.3J specifically, 11011.1.f, Platoons will route step on the footbridge that crosses over the railroad tracks between OCS and Bobo chow hall.

Allegations regarding candidates being instructed to perform PT while in a light duty status

279. On 22 October 2010, Candidate Wilson was ridiculed for being on light duty and was instructed to run with the platoon during drill. [encls (9), (10), (15), (18), (21), (22), (25-27), (29), (31), (32), (34), (37), (38), (39), (40), (50), (56), (57), (58), (63), (67), (69), (70), (79)]

280. Candidate Wilson felt guilty for being on light duty due to her opinion that the platoon was being punished for her light duty status. [encls (69), (70)]

281. Candidate Wilson requested from medical that she be allowed to drill so she would not be singled out. [encls (69), (70)]

282. On 22 October 2010, Candidate Wilson returned from sick call with a chit that stated she could conduct COD but restricted her from participating in PT events. [encls (69), (70), (89), (167-169)]

283. GySgt Kelton mocked Candidate Wilson for the chit, called her a "Liar and sneaky," and instructed her to wear boots to drill [encls (69), (70)]

284. Candidate Wilson's medical chit did not specifically state that she should wear go-fasters but it is typical procedures in the training company for all candidates in a light duty status to wear go-fasters. [encls (167), (169)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

285. GySgt Kelton stated, "If you can drill, you can run because we run at drill and you know that." [encls (29), (31), (32), (40), (69), (70)]

286. Candidate Wilson again informed GySgt Kelton that the chit stated she could not run. [encls (25), (39), (40), (57), (58), (69), (70), (79)]

287. The platoon was instructed to run during COD practice and Candidate Wilson fell behind the platoon due to experiencing pain from her injury. [encls (9), (10), (15), (18), (21), (22), (25-27), (29), (31), (32), (34), (37-40), (50), (56-58), (63), (67), (69), (70), (79)]

288. GySgt Kelton pulled Candidate Wilson out of the platoon and made the platoon run for an additional 15-20 minutes as punishment for Candidate Wilson falling behind. [encls (9), (10), (15), (18), (21), (22), (25), (26), (27), (29), (31), (32), (34), (37-40), (50), (56-58), (63), (67), (69), (70), (79)]

289. GySgt Kelton told Candidate Wilson, "This isn't my fault; this is your fault, not mine." [encl (69)]

290. GySgt Kelton instructed Candidate Wilson to go to the squad bay and take a shower. [encls (9), (10), (15), (18), (21), (22), (25-27), (29), (31), (32), (34), (37-40), (50), (56-58), (63), (67), (69), (70), (79)]

291. On 22 October 2010, Candidate Ayala was picked up after hours from the medical facility by GySgt Kelton. [encls (8), (49)]

292. At the time, Candidate Ayala was diagnosed with conjunctivitis and an upper respiratory infection (URI). [encls (8), (49)]

293. Candidate Ayala was required to be placed on a Sick in Quarters (SIQ) status. [encls (8), (49)]

294. GySgt Kelton instructed Candidate Ayala to run as fast as possible back to the squad bay. [encls (8), (49)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3006.3.a, Candidates will be allowed to receive, at all times, professional military training, leadership evaluation, and medical care without fear of reciprocity and unauthorized incentive training.
- (2) 3006.3.c, Candidates will be allowed to attend sick call for medical and dental treatment as required without being harassed for such attendance.
- (3) 3006.3.d, Candidates will be allowed to remain in a "no duty" or "light/limited duty" status, as appropriate, while in possession of a valid medical chit.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

Allegations involving unauthorized PT on the parade deck at night:

295. At approximately 2030 on 22 October 2010, GySgt Kelton instructed First Platoon to run on the parade deck (some combination of the four corners, sprints, and running the perimeter of the parade deck) while wearing 'tenny runners' (running shoes), PT shorts, and PT shirts. [encls (8), (10), (12), (15), (16), (21), (24), (25), (29), (31), (32), (34), (38), (40), (42), (47), (49), (51), (52), (57), (58), (60), (65), (67), (68), (72), (79)]
296. GySgt Kelton was First Platoon Duty Rotation on 22 October 2010 and the last event that required attendance by other members of the platoon staff was the Platoon Commander's Uniform Discussion, which ended at 1620. [encls (151), (154)]
297. The PT session occurred after the platoon had been instructed to take 'PT showers,' where the platoon had gotten their hair and bodies wet but were not allowed to properly hygiene. [encls (8), (10), (12), (15), (16), (21), (24), (25), (29), (31), (32), (34), (38), (40), (42), (47), (49), (51), (52), (57), (58), (60), (65), (67), (68), (72), (79)]
298. The incident occurred after evening chow and during hours of darkness and lasted approximately ten to twenty minutes. [encls (8), (10), (12), (15), (16), (21), (24), (25), (29), (31), (32), (34), (38), (40), (42), (47), (49), (51), (52), (57), (58), (60), (65), (67), (68), (72), (79)]
299. The platoon was cold when they were outside running and the approximate temperature was 50 degrees Fahrenheit. [encls (8), (10), (12), (15), (16), (21), (24), (25), (29), (31), (32), (34), (38), (40), (42), (47), (49), (51), (52), (57), (58), (60), (65), (67), (68), (72), (79)]
300. On 22 Oct 2010 in the Quantico, Virginia region, the recorded mean temperature was 50 degrees Fahrenheit and the recorded minimum temperature was 42 degrees Fahrenheit. [encl (174)]
301. Both Candidates Ayala and Richards were SIQ during the unauthorized PT event and did not run with the platoon. [encls (8), (59), (163), (170)]
302. Both Candidates Ayala and Richards heard about the event after it occurred. [encls (8), (59)]
303. During the days leading up to this event, several candidates attended sick call and four candidates within Company C had been hospitalized for pneumonia. [encl (175)]
304. Medical personnel from John H. Bradley Branch Health Clinic at OCS determined that there were occurrences of bacterial pneumonia among Company C. [encl (175)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

305. A preventive medicine site visit conducted by medical experts from National Naval Medical Center Bethesda, Naval Health Clinic Quantico, and Norfolk inspected the candidate barracks and recommended a bicillin shot in order to prevent the bacterial cold that proceeds bacterial pneumonia. [encl (175)]

306. Several steps were taken on 22 October 2010 to improve overall hygiene with Company C and stem the passage of the bacterial pneumonia to include cleaning handrails on stairs, replenishing the paper towels in heads, and sanitizing candidate water sources. [encl (175)]

307. It was a priority within OCS command and Company C Staff to ensure that there was a high level of hygiene within Company C. [encl (175)]

308. Bicillin shots were administered to Company C the following day, Saturday 23 October 2010 to prevent the spread of pneumonia. [encl (164)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3005.1.g, Some prohibited actions are those which cause Officer Candidates to perform authorized physical exercise at an unauthorized time or place. All forms of "incentive Pt" are unauthorized at OCS except as covered by paragraph 3004.2e.

- In violation of Article 92, MCO 1700.28 Hazing, specifically instructing First Platoon to conduct PT during times of darkness while in PT gear with wet hair during approximately 50 degree Fahrenheit weather is unnecessary and abusive in nature. Additionally, the PT was conducted when Company C had amplified number of candidates ill and the day prior to receiving immunization for the spread of disease.

- In violation of Article 93, cruelty and maltreatment, due to GySgt Kelton's maltreatment of First Platoon who were under her direction and supervision at the time.

Allegations involving running on the parade deck:

309. On 28 October 2010 at approximately 1740, SSgt Lopez was First Platoon Duty Rotation and took the platoon from evening chow back to the barracks. [encls (2), (3), (16), (18), (25), (31), (32), (38), (39), (45), (47), (60), (61), (70), (72)]

310. While en-route to the barracks SSgt Lopez had the platoon run on the parade deck. [encl (2), (3)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

311. Candidate Thompson experienced intense knee pain causing her to fall back from the platoon in tears while running on the parade deck. [encl (77)]
312. Candidate Thompson was not in a light duty status at the time of this event. [encls (77),(117)]
313. Candidates in First Platoon advised Candidate Thompson to stop and see medical. [encl (2)]
314. Major Tyler, who was walking across the parade deck on his way back from evening chow, observed Candidate Thompson who was unable to keep up and falling behind the formation. [encl (117)]
315. Major Tyler was not concerned with the platoon running back from chow because he observed the pace as a "Slow trot" and thought that the platoon was conducting a "Reverse the formation." [encl (117)]
316. Major Tyler spoke to Candidate Thompson after she fell behind the platoon while they were running and counseled her on pain management for her knee. [encls (77),(117)]
317. Major Tyler discussed with Candidate Thompson her duty status, reason for falling behind, iliotibial band (ITB) injury, and pain management. [encl (117)]
318. The discussion occurred at a location half way down the western side of the parade deck, facing the tree line, which restricted his view of the rest of First Platoon and their actions. [encl (117)]
319. Major Tyler turned around to observe the platoon and saw that the platoon had continued at the same pace from when Candidate Thompson had fallen out. [encl (117)]
320. At this point Major Tyler found the actions of the platoon to be excessive and instructed SSgt Lopez to, "Cease immediately." [encl (117)]
321. Major Tyler stated, "That when he found it excessive, he corrected it," in respect to First Platoon's running on the parade deck. [encl (117)]
322. After Major Tyler completed his discussion with Candidate Thompson, she re-joined the platoon and the platoon marched to the entrance of the barracks. [encl (117)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

323. Captain Kraics was not with First Platoon during that event and Major Tyler cannot recall whether he informed Captain Kraics of the event. [encls (88), (117)]
324. Later on 28 October 2010 at approximately 1830 during transition training, SSgt Lopez punished the platoon for not being loud enough and introduced them to the six points on the parade deck. [encls (2), (3), (16), (18), (25), (31), (32), (38), (39), (45), (47), (60), (61), (70), (72)]
325. SSgt Lopez assigned numbers to six alternate points along the edge of the parade deck and would instruct the platoon to run from one numbered point to another. [encls (46), (159)]
326. The candidates ran between the first four identified points, which were located on the northern half of the parade deck, several times until Candidate Riner started to vomit. [encls (2), (3), (16), (18), (25), (31), (32), (38), (39), (45), (47), (60), (61), (70), (72)]
327. SSgt Lopez was informed of Candidate Riner's condition by Candidate Wozniak who yelled, "Corpsman. Corpsman. Candidate Riner needs a corpsman." [encls (3), (18)]
328. SSgt Lopez said, "Shut up Wozniak I don't care" and left Candidate Riner at her location on the parade deck. [encls (3), (16), (31), (38), (60), (61), (70), (72)]
329. SSgt Lopez stated, "She (Candidate Riner) is a typical weak female and that is the reason why she is going home." [encls (60), (61)]
330. Upon returning to the squad bay, Candidate Riner continued to vomit in the barracks head and was told if she, "Was not dying to get back on line." [encls (18), (38), (39), (60), (61)]
331. On 28 October 2010, the last event requiring additional platoon staff attendance was COD practice, which ended at 1330, so it was in accordance with the OCS SOP that the only member of the platoon staff on deck was the First Platoon Duty Rotation, SSgt Lopez. [encl (151)]
332. Captain Kraics was not on deck when the incidents occurred nor was she aware of an occasion where the platoon had to run after chow or when a candidate vomited on the parade deck. [encl (88)]
333. On 24 October 2010, GySgt Angell observed First Platoon in the utility uniform running outside after a formation. [encls (103), (104)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

334. GySgt Angell was changing over from PT, was unable to correct the staff member instructing the running, and did not take any further action. [encls (103), (104)]

335. On at least two occasions, SSgt Lopez has instructed the platoon to run "The four corners of the parade deck." [encls (7), (8), (10), (16), (20), (23-25), (35), (36), (49), (60), (62), (63), (65), (72), (77)]

336. First Platoon has ran on the parade deck at night as observed by male candidates. [encls (32), (65), (66)]

In my opinion, the above findings of fact substantiate that SSgt Lopez' actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3004.1, Correcting a group of Officer Candidates for individual or collective infractions of rules or failure to learn is expressly prohibited. (2) 3005.1.g, Some prohibited actions are those which cause Officer Candidates to perform authorized physical exercise at an unauthorized time or place. All forms of "incentive Pt" are unauthorized at OCS except as covered by paragraph 3004.2e (3) 3006.3.a, Candidates will be allowed to receive at all times, professional military training, leadership evaluation, and medical care without fear of reciprocity and unauthorized incentive training.

- In violation of Article 92, MCO 1700.28 Hazing, due to instructing an Officer Candidate to conduct incentive PT until she vomited up her dinner and then not providing any medical care for the candidate.

- In violation of Article 93, cruelty and maltreatment, due to SSgt Lopez' maltreatment of First Platoon, specifically Candidate Riner, on 28 October 2010.

Allegations involving unauthorized PT conducted during bivouac setup:

337. During a bivouac set-up at Messing Area-2 (MA-2), SSgt Lopez instructed the candidates to run repeat hills on the backside of Fartlek Hill for approximately ten minutes. [encls (12), (52), (61), (78), (79), (97)]

338. First Platoon was slow during the bivouac set-up so members from the male platoon came over to help and SSgt Lopez called the platoon, "Stupid" and stated, "They needed men to help them." [encl (52)]

339. SSgt Lopez then instructed the platoon to run hill repeats. [encl (52)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

340. It is unconfirmed which bivouac set-up that the event occurred, however it occurred on either 18 October 2010 (the first bivouac set-up) or 25 October 2010 (the second bivouac set-up). [encls (12), (52), (61), (78), (79), (97), (151)]

341. On both 18 and 25 October 2010, Company C bivouacked at MA-2, which is located at the top of Fartlek hill. [encl (151)]

342. Captain Crompton witnessed First Platoon running about ten yards down and up the back of Fartlek Hill during a bivouac at MA-2 but did not consider this incident unauthorized. [encl (97)]

343. Two candidates observed 1stSgt Farrell witnessing First platoon running up and down the hill. [encls (78), (79)]

344. 1stSgt Farrell was present for both bivouac set-ups at MA-2 on 18 October and 25 October 2010, and did not witness any situation where First Platoon was made to run hill repeats on the backside of Fartlek Hill. [encls (84), (151)]

345. Captain Kraics was present at both bivouac set-ups but did not observe the platoon running up and down the backside of Fartlek Hill during a bivouac at MA-2. [encl (88)]

In my opinion, the above findings of fact substantiate that SSgt Lopez' actions are in violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3005.1.g, Some prohibited actions are those which cause Officer Candidates to perform authorized physical exercise at an unauthorized time or place. All forms of "incentive Pt" are unauthorized at OCS except as covered by paragraph 3004.2e

**Allegations regarding GySgt Kelton's and SSgt Lopez' disregard of Captain Kraics' orders on 30 October 2010:**

346. On 30 October 2010 after the conduct of the 5-mile run and post run stretching, Captain Kraics gave specific instructions to GySgt Davis, GySgt Kelton, and SSgt Lopez to take First Platoon into the squad bay quickly so that the candidates could warm up, shower, and change into warm clothes. [encls (88), (89)]

347. GySgt Kelton and SSgt Lopez were not pleased with the platoon's ability to sound off and on the way back to the candidate barracks instructed the platoon to run to point five of the "Six points of the parade deck" located on the southern end of the parade deck close to the candidate barracks. [encls (29), (45)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

348. Captain Kraics and GySgt Davis observed SSgt Lopez lead the platoon in running towards the candidate barracks, and then deviate and start running towards the reviewing stand and bleachers. [encls (88), (89)]

349. GySgt Davis ran after SSgt Lopez in order to instruct her to bring the platoon into the squad bay. [encls (29), (45), (88), (89)]

350. Captain Kraics and GySgt Davis did not know what SSgt Lopez was doing with the platoon but viewed it as a direct violation of Captain Kraics' guidance. [encl (88)]

351. Once the platoon was back in the squad bay, GySgt Kelton and SSgt Lopez further prevented the platoon from receiving showers by instructing them to move back and forth from the wall lockers and in and out of the squad bay (but not up and down the ladder well). [encl (88)]

352. Captain Kraics came out of the platoon duty office in order to distribute chits to candidates and observed that the platoon was at the top of the ladder well and still had not showered. [encl (88)]

353. GySgt Davis forcefully instructed GySgt Kelton and SSgt Lopez to get the platoon in the squad bay and to get them showered. [encl (88)]

354. Captain Kraics viewed this as a continuous disregard for her instructions by GySgt Kelton and SSgt Lopez. [encl (88)]

355. Captain Kraics instructed GySgt Davis that she needed to have a talk with the Sergeant Instructors, and alert them that their disregard for her instructions that morning would be noted in the Sergeant Instructor's mid-cycle counselings that would be conducted the next Friday. [encl (88)]

356. At some point on 30 October 2010, GySgt Davis informed Captain Kraics that GySgt Angell had informed her that he had observed First Platoon running on the parade deck on two occasions outside of PT. [encl (88)]

357. On 2 November 2010, the next time that GySgt Davis, GySgt Kelton, and SSgt Lopez were all present; GySgt Davis counseled the Sergeant Instructors and told them to stop running the platoon. [encl (89)]

358. During this conversation, GySgt Kelton justified her actions by stating that they ran because the platoon did not, "Open their mouths." [encl (89)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

359. Captain Kraics was aware that GySgt Davis had counseled the Sergeant Instructors on their behavior and informed them that the Platoon Commander would handle the next incident swiftly. [encl (88)]

In my opinion, the above findings of fact substantiate that GySgt Kelton and SSgt Lopez were in violation of Article 90 by knowingly disregarding Captain Kraics' orders to take First Platoon back to the barracks immediately and get the candidates showered and in warm clothes.

Allegations involving Footlocker Drills:

360. On the evening of 2 November 2010, Lieutenant Colonel Richman, the Battalion Executive Officer walked on deck while the platoon was outside practicing COD. [encls (2-4), (7), (8), (10), (11), (15), (18-21), (23), (25), (26), (28), (34-36), (38), (42), (45), (49-51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

361. Candidate Thompson and Candidate Wozniak greeted the Executive Officer and were instructed to, "Carry on." [encls (2-4), (7), (8), (10), (11), (15), (18-21), (23), (25), (26), (28), (34-36), (38), (42), (45), (49-51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

362. The candidates did not give a weapons report nor did the Executive Officer ask for a report. [encls (2-4), (7), (8), (10), (11), (15), (18-21), (23), (25), (26), (28), (34-36), (38), (42), (45), (49), (50), (51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

363. Upon GySgt Kelton's return to the squad bay, she asked if the candidates had given a weapons report and Candidate Thompson replied she had forgotten. [encls (3), (10), (36), (60), (63), (76)]

364. GySgt Kelton became extremely angry with the two candidates and the platoon. [encls (2-4), (7), (8), (10), (11), (15), (18-21), (23), (25), (26), (28), (34-36), (38), (42), (45), (49), (50), (51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

365. GySgt Kelton stated, "Why is it, that it's my fault that you don't do your job?" and "Why is it that I might lose my job because we have candidates that don't want to be here?". [encls (3), (10), (65), (76)]

366. GySgt Kelton instructed the platoon to strip the name tapes off of the foot lockers and carry them from the third deck squad bay to the first deck along the ladder well closest to the west side of building 5001. [encls (2-4), (7), (8), (10), (11), (15), (18-21), (23), (25), (26), (28), (34-36), (38), (42), (45), (49), (50), (51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

367. The candidates were at various levels of the ladder well when GySgt Kelton gave the order to bring the footlockers to the third deck and stack them. [encls (2-4), (7), (8), (10), (11), (15), (18-21), (23), (25), (26), (28), (34-36), (38), (42), (45), (49-51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

368. A minority of the candidates made it to the first deck. [encls (2), (3), (4), (7), (8), (10), (11), (15), (18), (19), (20), (21), (23), (25), (26), (28), (34), (35), (36), (38), (42), (45), (49), (50), (51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

369. The platoon was then instructed to stack the footlockers on the ladder well "to the windows" (resulted in the stack consisting of three foot lockers high). [encls (2-4), (7), (8), (10), (11), (15), (18-21), (23), (25), (26), (28), (34-36), (38), (42), (45), (49), (50), (51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

370. GySgt Kelton also instructed the platoon to pile all boots, shoes, shower shoes and assault packs in the ladder well. [encls (2-4), (7), (8), (10), (11), (15), (18-21), (23), (25), (26), (28), (34-36), (38), (42), (45), (49), (50), (51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

371. These actions occurred simultaneously to instructing half of the platoon to shower while the other half executed the tasks. [encls (2-4), (7), (8), (10), (11), (15), (18-21), (23), (25), (26), (28), (34-36), (38), (42), (45), (49), (50), (51), (54), (56), (57), (59), (60), (62), (63), (65), (69), (70), (76)]

372. During the footlocker incident, GySgt Kelton instructed the platoon five minutes before lights, "Everything better be fixed by 0500." [encls (2-4), (10), (21), (23), (25), (45), (60)]

373. This order resulted in the candidates having to bring all of the footlockers, assault packs and foot wear back into the squad bay and individually call out combinations to each footlocker to determine the owner. [encls (2-4), (10), (21), (23), (25), (45), (60)]

374. The candidates did not complete the task until 2230-2300. [encls (2-4), (10), (21), (23), (25), (45), (60)]

375. GySgt Kelton stated, "I better not hear the Platoon Commander has found out about this" during the footlocker incident. [encls (2), (4)]

376. At approximately 0630 on 3 November 2010, Captain Kraics overheard GySgt Kelton ask GySgt Davis, "Do you remember the foot locker game from Parris Island?" [encls (88), (89)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

377. GySgt Davis stated, she did not remember. [encls (88), (89)]

378. GySgt Kelton explained it was where they remove the nametapes from the footlockers and move them around. [encls (88), (89)]

379. Captain Kraics stated, "I don't know what I just heard but it sounds like a violation of the SOP and it is not going to happen."  
[encl (88)]

380. GySgt Kelton responded, "Aye Ma'am." [encl (88)]

381. Captain Kraics did not follow up on the footlocker issue that day due to the week five performance boards. [encl (88)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's actions on 2 November 2010 are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3004.1, Correcting a group of Officer Candidates for individual or collective infractions of rules or failure to learn is expressly prohibited. (2) 3005.1.f, Some prohibited actions are those which cause Officer Candidates to perform physical exercises not authorized for training such as "footlocker drills." (3) 3005.1.g, Some prohibited actions are those which cause Officer Candidates to perform authorized physical exercise at an unauthorized time or place. All forms of "incentive Pt" are unauthorized at OCS except as covered by paragraph 3004.2e. (4) 3005.1.j, Some prohibited actions are those which cause Officer Candidates to perform authorized exercises or activities to the point where life or health is endangered, and illness or injury may be reasonably foreseen as a result. (5) 3006.3.b, Candidates will be allowed to have uninterrupted sleep during the hours scheduled for sleep except for authorized guard, security duty, fire drills, authorized searches, or quiet waking of individuals for administrative or sanitary reasons.

- In violation of Article 92, MCO 1700.28 Hazing, specifically instructing First Platoon to carry heavy footlockers down stairs as a form of punishment is unnecessary and abusive in nature.

- In violation of Article 93, cruelty and maltreatment, due to GySgt Kelton's maltreatment of First Platoon who were under her direction and supervision at the time of the event.

- In violation of Article 134 due to GySgt Kelton's instruction to First Platoon to not inform Captain Kraics about the "footlocker drills" which she had instructed First Platoon to execute on 2 November 2010. GySgt Kelton would have reasonably known that "footlocker drills" were in violation of the OCS SOP and that there would

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

reasonably be an investigation into the incident if any Company C Staff became aware of the incident. This could also be a violation of Article 134, soliciting another to commit an offense. In this case, GySgt Kelton asked Officer Candidates within First Platoon to lie to their chain of command regarding incidents that could reasonably be investigated.

Allegations regarding GySgt Kelton's and SSgt Lopez' pressure on First Platoon to treat one's fellow Officer Candidates with a lack of mutual respect, fairness, dignity, compassion, and respect

382. GySgt Kelton and SSgt Lopez demonstrated animosity towards specific members of the platoon and pulled individuals in the center of the squad bay and stated they were, "Completely disgusting and if I were you(First Platoon) I would do something about it." [encl (16)]

383. GySgt Kelton instructed First Platoon to agree that a particular candidate should go home on a board. [encls (13), (51)]

384. On 21 October 2010, GySgt Kelton asked Candidate Brown if she intended to Drop on Request (DOR). [encl (76)]

385. When Candidate Brown replied "No," GySgt Kelton took the platoon to the parade deck to run until she would DOR. [encl (76)]

386. On 2 November 2010 the day after a battalion incidental board, at the company morning formation, GySgt Kelton was clearly agitated when she asked the platoon, "Riddle me this candidates, why is it that Candidate Howard gets to stay and Candidate Deshazor gets dropped?" [encls (7), (8), (10), (11), (12), (16), (31), (32), (34), (35), (36), (45), (56), (59), (60), (63), (64), (72)]

387. GySgt Kelton explained she was very upset that the, "Lying Candidate Howard gets to stay but Deshazor gets dropped." [encls (7), (8), (10-12), (16), (31), (32), (34-36), (45), (56), (59), (60), (63), (64), (72)]

388. This vocal disapproval continued for at least five minutes in front of the platoon and included statements such as, "Hey First Platoon, why is Deshazor gone and piece of crap Howard still here? She will graduate and become a garbage Second Lieutenant; garbage in, garbage out. Higher makes those decisions, but if it were my call she would have been dropped." [encls (7), (8), (10-12), (16), (31), (32), (34-36), (45), (56), (59), (60), (63), (64), (72)]

389. GySgt Kelton stated, "If I were one of the platoon I would do something about it" in reference to Candidate Howard. [encls (7), (8), (10-12), (16), (31), (32), (34-36), (45), (56), (59), (60), (63), (64), (72)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

390. On the evening of 2 November 2010, Candidate Howard was observed leaving the head holding her toothbrush and tooth paste which was against the (instructions given by GySgt Kelton. [encls (30), (33), (36), (41), (53), (55), (64), (71), (74)]
391. GySgt Kelton stated, "Freeze" and asked why Candidate Howard had these items with her. [encls (30), (33), (36), (41), (53), (55), (64), (71), (74)]
392. Candidate Howard attempted to explain herself, and GySgt Kelton asked the platoon the same question. [encls (30), (33), (36), (41), (53), (55), (64), (71), (74)]
393. Candidate Pfabe responded, "Because she (Candidate Howard) does not belong here." [encls (30), (33), (36), (41), (53), (55), (64), (71), (74)]
394. Later that evening Candidate Howard approached Candidate Pfabe about her remarks and Candidate Pfabe was overheard saying "Get out of my face" and "You are going to get people killed" to Candidate Howard. [encls (30), (33), (36), (41), (53), (55), (64), (71), (74)]
395. On 3 November 2010 during a Platoon Commander's guided discussion at approximately 1530, Captain Kraics became aware of Candidate Pfabe's response to GySgt Kelton's question regarding Candidate Howard the night previous. [encl (88)]
396. Captain Kraics noticed Candidate Howard was in tears during the discussion. [encl (88)]
397. Captain Kraics took Candidate Howard into her office to determine what the issue was. [encl (88)]
398. At that point Captain Kraics was informed by Candidate Howard of the incident involving Candidate Pfabe and how the platoon had started bullying her. [encl (88)]
399. Captain Kraics addressed the Platoon and directed everyone who knew of the incident involving bullying of Candidate Howard to make statements to be turned in the following day, 4 November 2010. [encl (88)]
400. At this point Captain Kraics was aware that Candidate Howard was being bullied by other candidates within the platoon. [encl (88)]
401. Captain Kraics had a discussion with the Platoon Staff about the situation. [encl (88)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

402. GySgt Kelton kept quiet and did not mention the incident that had occurred with Candidate Pfabe on 2 November 2010. [encl (88)]

403. That day GySgt Kelton asked Candidate Pfabe why she was going up for an incidental board. Candidate Pfabe explained she was going up for her comments to Candidate Howard. [encl (56)]

404. GySgt Kelton responded in a sarcastic tone about how Candidate Pfabe should have been building candidates up instead of breaking them down. [encl (56)]

In my opinion, the above findings of fact substantiate that GySgt Kelton and SSgt Lopez' actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3000, All OCS personnel will treat each Officer Candidate with firmness, fairness, and dignity. (2) 3006.3.m, Candidates will be allowed to treat one's fellow Officer Candidates with mutual respect, fairness, dignity, compassion, and respect at all times.
- In violation of Article 92, MCO 1700.28 Hazing, due to exposing Candidate Howard to humiliating activities.
- In violation of Article 90 by knowingly disregarding Captain Kraics' guidance regarding bullying and positive leadership given during their initial written counseling.

Candidate Boeche Allegations:

405. On several occasions, SSgt Lopez made allusive and inappropriate comments to Candidate Boeche based on events that occurred during OCC 202, Fall 2009. [encls (14), (17)]

406. Candidate Boeche and Candidate Brannon attended OCC 202, Fall 2009 and were dropped from training. [encls (14), (17)]

407. GySgt Davis and SSgt Lopez were Sergeant Instructors for First Platoon during OCC 202. [encls (14), (17)]

408. After Candidate Boeche was disenrolled, SSgt Lopez gave a period of instruction to the remaining Officer Candidates of First Platoon on not being a promiscuous Marine. [encls (14), (17)]

409. SSgt Lopez stated a candidate who had just been disenrolled engaged in inappropriate behavior with an H&S Marine in the H&S Company Barracks while waiting to depart Brown Field. [encls (14), (17)]

410. Candidate Brannon was present for the period of instruction and stated that it was obvious that SSgt Lopez was alluding to Candidate

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

Boeche even though she did not outright say her name. [encls (14),  
(17)]

411. Candidate Boeche was also informed of the period of instruction  
by candidates still enrolled in OCC 202. [encl (14)]

412. During OCC 205 Fall 2010, SSgt Lopez made comments to Candidate  
Boeche in front of the platoon to the effect of, "We all know what you  
did last fall," and informally accused Boeche of acting inappropriately  
in the H&S Barracks the previous year. [encls (14), (90)]

413. GySgt Davis heard one to two remarks made alluding to the event  
that had supposedly occurred during fall 2009 but the comments did not  
explicitly refer to a sexual encounter. [encl (90)]

414. GySgt Davis did not take any action based on what she heard.  
[encl (90)]

In my opinion, the above findings of fact substantiate that SSgt Lopez'  
actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1)  
3000, All OCS personnel will treat each Officer Candidate with  
firmness, fairness, and dignity. Every Officer Candidate deserves a  
fair chance at earning a commission.

- In violation of Article 92, MCO 1700.28 Hazing, due to exposing  
Candidate Boeche to humiliating activities.

Allegations regarding instructions to not inform the Platoon Commander

415. SSgt Lopez stated on multiple occasions, "The Platoon Commander  
better not hear about this" after a mass punishment. [encl (28)]

416. GySgt Kelton instructed the candidates they had better not  
mention certain events to the Platoon Commander and the candidates were  
informed that they were conducting this training due to their  
"disgusting, nasty behavior." [encls (19), (20), (28), (45)]

417. SSgt Lopez instructed the platoon not to, "Run and cry to the  
Platoon Commander," or words to that effect. [encl (29)]

418. GySgt Kelton and SSgt Lopez told the platoon, "We better not hear  
you are telling the Platoon Commander" and "Watch me jack you up First  
Platoon if the Platoon Commander finds out about this" about certain  
activities. [encls (65), (72), (73)]

419. Captain Kraics was not aware of Staff Members telling candidates  
not to report incidents to her. [encl (88)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

In my opinion, the above findings of fact substantiate that GySgt Kelton and SSgt Lopez' actions are:

- In violation of Article 134, obstructing justice due to SSgt Lopez' and GySgt Kelton's instructions to First Platoon to not inform Captain Kraics about the incidents that they had First Platoon to execute. GySgt Kelton and SSgt Lopez would have reasonably known that several of their instructions to First Platoon were in violation of the OCS SOP and that there would reasonably be an investigation into the incident if any Company C Staff became aware of the incident. This could also be a violation of Article 134, soliciting another to commit an offense. In this case, GySgt Kelton and SSgt Lopez asked Officer Candidates within First Platoon to lie to their chain of command regarding incidents that could reasonably be investigated.

Additional Allegations:

420. Captain Kraics directed the Sergeant Instructors to allow the platoon to use free time and transition time for studying for exams when appropriate. [encl (88)]

421. GySgt Kelton and SSgt Lopez restricted the candidates' ability to study during transition training. [encls (9), (25), (28), (34), (38), (42), (69), (88)]

422. The only time First Platoon received study time, personal time, and the allotted free time was when GySgt Davis was the First Platoon Duty Rotation. [encls (38), (47), (49), (59), (154)]

423. Candidate Richards "states" she thought transition training was a, "Tongue in cheek" way of saying running and gear playing. [encl (59)]

424. GySgt Kelton and SSgt Lopez would wake candidates to assign chits or speak with the instructors. [encl (31)]

425. GySgt Kelton and SSgt Lopez would be awake at 0400 when they were First Platoon Duty Rotation, yelling at the platoon to be cleaning the squad bay. [encls (39), (46), (47)]

426. Captain Kraics was not aware of Staff Members restricting the platoons right to uninterrupted sleep since she was not on deck at 0400 nor required to be. [encl (88)]

427. During GySgt Kelton and SSgt Lopez's duty rotation nights, the platoon would be instructed to take "PT showers" or "circle showers" which consisted of cleansing their body and hair with a minimal amount of time and sometimes without the aid of soap. [encls (8), (10), (15), (16), (21), (23), (26), (38), (47), (49), (51), (57), (59)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

428. It was a priority within OCS command and Company C Staff to ensure that there was a high level of hygiene within Company C due to the bacterial pneumonia outbreak during the week of 22 October 2010 and the high incidence of cellulitis during the summer 2010 training cycle. [encl (175)]

429. GySgt Davis heard SSgt Lopez say that the candidates are not washing their hair on her duty night, they can save that for the Platoon Sergeant's night. [encl (89)]

430. GySgt Davis took no action based on what she heard and her knowledge of the Platoon Commander's guidance. [encl (89)]

431. Captain Kraics specifically instructed the Platoon Staff that the candidates were to be afforded enough time to hygiene in order to properly cleanse themselves to prevent infections and sickness. [encl (88)]

432. Captain Kraics gave this specific guidance because she had personal experience with cases of severe cellulitis requiring hospitalization. [encl (88)]

433. Candidates on light duty or SIQ in First Platoon were ridiculed for being weak or not wanting to train by the Sergeant Instructors, resulting candidates not wanting to go to medical. [encls (65), (66), (70)]

In my opinion, the above findings of fact substantiate that GySgt Kelton's and SSgt Lopez' actions are:

- In violation of Article 92 OCS Order OCSOP1530.3J specifically: (1) 3006.3.a, Candidates will be allowed to receive at all times, professional military training, leadership evaluation, and medical care without fear of reciprocity and unauthorized incentive training. (2) 3006.3.b, Candidates will be allowed to have uninterrupted sleep during the hours scheduled for sleep except for authorized guard, security duty, fire drills, authorized searches, or quiet waking of individuals for administrative or sanitary reasons.

- In violation of Article 90 by knowingly disregarding Captain Kraics' guidance pertaining to studying during transition time, and allowing candidates time to thoroughly hygiene.

- In violation of Article 93, cruelty and maltreatment, due to GySgt Kelton's and SSgt Lopez' denial of proper hygiene time during the days which they served as First Platoon Duty Rotation, which was

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

maltreatment of First Platoon who were under their direction and supervision at the time of the event.

#### Overall Opinions

1. GySgt Kelton received comprehensive training and possessed adequate knowledge of the OCS SOP, which was a lawful order issued by Colonel Richard C. Jackson II. [FF (11-15), (18), (29), (42-47), (49-52)]
2. GySgt Kelton received comprehensive training and possessed adequate knowledge of MCO 1700.28, Hazing, which was a lawful order issued by former Commandant of the Marine Corps, General C. C. Krulak. [FF (2), (12-15), (29), (42-47), (49-51)]
3. GySgt Kelton was aware that it was her duty to obey both the OCS SOP, and MCO 1700.28, Hazing. [FF (2), (11-15), (18), (29), (42-47), (49-52)]
4. GySgt Kelton has a history of misconduct in entry-level training both at MCRD Parris Island and at OCS. [FF (4-8), (19-23)]
5. GySgt Kelton demonstrated poor judgment and decision-making on numerous occasions prior to her actions during Officer Candidate Class 205 (OCC 205), Fall 2010. [FF (3-8), (19-23)]
6. There were numerous occasions between 6 October to 4 November 2010 when First Platoon was under the direction and supervision of GySgt Kelton, and were subject to the orders of GySgt Kelton. [FF (48), (59), (76), (110), (296), (425), (427)]
7. GySgt Kelton would have reasonably known that several of her instructions to First Platoon were in violation of the OCS SOP, and that there would reasonably be an investigation into the incident if any Company C leadership became aware of the incident. [FF (11-15), (18), (29), (42-47), (49-52)]
8. SSgt Lopez received comprehensive training and possessed adequate knowledge of the OCS SOP, which was a lawful order issued by Colonel Richard C. Jackson II. [FF (38-39), (42-47), (49-52)]
9. SSgt Lopez received comprehensive training and possessed adequate knowledge of MCO 1700.28, Hazing, which was a lawful order issued by former Commandant of the Marine Corps, General C. C. Krulak. [FF (38-39), (42-47), (49-52)]
10. SSgt Lopez was aware that it was her duty to obey both the OCS SOP and MCO 1700.28, Hazing. [FF (38-39), (42-47), (49-52)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

11. SSgt Lopez' performance prior to OCC-205 was in accordance with the expectations and standards of conduct of OCS Staff Members. [FF (40-41)]
12. There were numerous occasions between 6 October to 4 November 2010 when Company C, First Platoon was under the direction and supervision of SSgt Lopez and were subject to the orders of SSgt Lopez. [FF (48), (59), (76), (110), (128), (137), (149), (243-244), (258), (309), (331), (425), (427), (429)]
13. SSgt Lopez would have reasonably known that several of her instructions to First Platoon were in violation of the OCS SOP, and that there would reasonably be an investigation into the incident if any Company C leadership became aware of the incident. [FF (38-39), (42-47), (49-52)]
14. It was GySgt Kelton's and SSgt Lopez' duty to instruct Officer Candidates on the mechanics of COD by virtue of custom, OCS SOP, their billet title, and assigned additional MOS of 0911. [FF (1), (2), (34), (35), (38), (49)]
15. GySgt Kelton and SSgt Lopez waited until other Staff Members were not present to violate the OCS SOP and Platoon Commander's orders. [FF (76), (77), (103), (108), (120), (121), (127), (131), (147), (201), (207), (208), (225-227), (242), (243), (247), (248), (278), (332), (336), (344), (345), (375), (415-419)]
16. Company C, First Platoon Officer Candidates had sufficient knowledge of the rights ensured to Officer Candidates during training, the authorized physical contact allowed to OCS Staff, and the Marine Corps Policy on Hazing. [FF (56), (63), (64)]
17. GySgt Davis was aware of numerous violations by GySgt Kelton and SSgt Lopez of the OCS SOP, MCO 1700.28 Hazing, and Captain Kraics' guidance and commands. [FF (76), (85), (86), (92), (114), (115), (120-122), (237-242), (261), (358), (413), (414), (429), (430)]
18. GySgt Davis did not inform Captain Kraics of several of the violations that she was aware of, which resulted in Captain Kraics lacking a full understanding of the Sergeant Instructors' actions within First Platoon. [FF (76), (85), (87), (88), (92), (95), (114), (115), (121-123), (238-242), (261), (358), (413), (414), (429), (430)]
19. GySgt Davis was negligent in her duties to inform the chain of command or take significant action beyond verbal counseling based on her knowledge of GySgt Kelton's and SSgt Lopez' actions. [FF (76), (85), (87), (88), (92), (95), (114), (115), (121-123), (238-242), (261), (358), (413), (414), (429), (430)]

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

20. Captain Kraics was thorough and clear in her guidance, expectations, and commands prior to the commencement of the training cycle and throughout OCC 205. [FF (49-52), (122), (123), (148), (420), (431), (432)]

21. Captain Kraics took corrective action based on some events that she had knowledge. [FF (133), (135), (162), (163), (177), (178), (395-401)]

22. Captain Kraics further investigated any incident that she was unsure or suspicious of in order to ensure that First Platoon Staff was adhering to the OCS SOP. [FF (133), (135), (156), (157), (270), (271), (395-401)]

23. On 30 October 2010, Captain Kraics was aware that GySgt Kelton and SSgt Lopez disobeyed her commands on at least one occasion and that GySgt Angell had corrected GySgt Kelton and SSgt Lopez for running the platoon outside of authorized PT sessions. [FF (242), (346-356)]

24. On 30 October 2010, Captain Kraics possessed an adequate level of knowledge to take significant action in correcting the actions of GySgt Kelton and SSgt Lopez, as opposed to tasking GySgt Davis with verbally counseling the Sergeant Instructors. [FF (242), (346-356)]

25. Major Tyler's statement that he had not observed GySgt Kelton or SSgt Lopez conducting unauthorized PT does not agree with his later statement that he corrected SSgt Lopez for her actions on the parade deck on 28 October 2010. [FF (278), (314), (315), (319-321)]

Recommendations:

1. GySgt Kelton be charged with violation of Article 90 due to willfully disobeying Captain Kraics' verbal commands on several occasions between the dates of 6 October to 4 November 2010, to include commands to:

a. Take First Platoon into the squad bay quickly so that they could warm up, shower, and change into warm clothes or words to that effect.

b. Promote positive leadership and enforce zero tolerance for bullying within First Platoon, or words to that effect.

c. Allow the platoon to use free time and transition time for studying for exams when appropriate, or words to that effect.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

d. Afford candidates enough time to hygiene in order to properly cleanse themselves to prevent infections and sickness, or words to that effect.

2. GySgt Kelton be charged with violation of Article 92, due to violating (21) separate provisions of the OCS SOP, on numerous occasions between the dates of 6 October to 4 November 2010 to include:

a. 3000, All OCS personnel will treat each Officer Candidate with firmness, fairness, and dignity. Every Officer Candidate deserves a fair chance at earning a commission.

b. 3003.1, The six occasions upon which OCS personnel are authorized to touch the person or clothing of an Officer Candidate.

c. 3003.2, When touching an Officer Candidate or equipment for any of the purposes listed above, no person shall come in physical contact to any great extent or with any greater force than is reasonably necessary to accomplish the authorized purpose.

d. 3003.3.a, OCS Staff Personnel will not make statements, gestures, or engage in any action that could be interpreted as racial, gender, or ethnic prejudice or bias.

e. 3003.3.b, OCS Staff Personnel will not direct racial, gender, or ethnic slurs, comments, or jokes toward an Officer Candidate.

f. 3003.3.e, OCS Staff Personnel will not prescribe a nickname for a candidate associated with his/her physical appearance or overall performance (e.g. doughboy or run drop).

g. 3003.10, OCS personnel will not use profanity in the presence of Officer Candidates.

h. 3003.13, OCS personnel will not use personal electronic devices (cell phones) in the presence of Officer Candidates.

i. 3004.1, Correcting a group of Officer Candidates for individual or collective infractions of rules or failure to learn is expressly prohibited.

j. 3004.2.e, Ten push-ups (one count) to an individual Officer Candidate for allowing his/her rifle to hit the deck.

k. 3005.1.a, Some prohibited actions are those which cause Officer Candidates to run unnecessarily up and down ladder wells or in and out of buildings.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

l. 3005.1.f, Some prohibited actions are those which cause Officer Candidates to perform physical exercises not authorized for training such as "footlocker drills."

m. 3005.1.g, Some prohibited actions are those which cause Officer Candidates to perform authorized physical exercise at an unauthorized time or place. All forms of "incentive Pt" are unauthorized at OCS except as covered by paragraph 3004.2e.

n. 3005.1.h, Some prohibited actions are those which cause Officer Candidates to be the object of jokes or comments based on an Officer Candidate's race, ethnic background, religion, gender, age, or national origin.

o. 3005.1.j, Some prohibited actions are those which cause Officer Candidates to perform authorized exercises or activities to the point where life or health is endangered, and illness or injury may be reasonably foreseen as a result.

p. 3006.3.a, Candidates will be allowed to receive at all times, professional military training, leadership evaluation, and medical care without fear of reciprocity and unauthorized incentive training.

q. 3006.3.b, Candidates will be allowed to have uninterrupted sleep during the hours scheduled for sleep except for authorized guard, security duty, fire drills, authorized searches, or quiet waking of individuals for administrative or sanitary reasons.

r. 3006.3.c, Candidates will be allowed to attend sick call for medical and dental treatment as required without being harassed for such attendance.

s. 3006.3.d, Candidates will be allowed to remain in a "no duty" or "light/limited duty" status, as appropriate, while in possession of a valid medical chit.

t. 3006.3.m, Candidates will be allowed to treat one's fellow Officer Candidates with mutual respect, fairness, dignity, compassion, and respect at all times.

u. 11011.1.f, Platoons will route step on the footbridge that crosses over the railroad tracks between OCS and Bobo chow hall.

3. GySgt Kelton be charged with violation of Article 92, due to dereliction in the performance of her duties on two occasions between the dates of 6 October to 4 November 2010 when she willfully failed to instruct Candidate Brown on the execution of COD, as it was her duty to do.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

4. GySgt Kelton be charged with one violation of Article 92, specifically violating MCO 1700.28, Hazing, between the dates of 27 May to 3 July 2010 when she instructed an Officer Candidate to wipe up water on a PT table using their clothing thereby causing an Officer Candidates to be exposed to activities that were cruel and humiliating.

5. GySgt Kelton be charged with violation of Article 92, specifically violating MCO 1700.28, Hazing, on numerous occasions between the dates of 6 October to 4 November 2010 through her conduct whereby she caused First Platoon Officer Candidates to suffer or be exposed to activities that were cruel, abusive, and humiliating.

6. GySgt Kelton be charged with violation of Article 93, due to numerous occasions between the dates of 6 October to 4 November 2010 where First Platoon, when subject to her orders and directions, was subjected to:

a. Running during hours of darkness in an area with uneven terrain and several obstacles which resulted in at least one injury.

b. Running on the candidate foot bridge leading from Bobo Chow Hall which resulted in at least one injury.

c. Running on the parade deck during hours of darkness in PT gear with wet hair in approximately 50 degree Fahrenheit weather, during a period of increased occurrence of bacterial pneumonia.

d. Carrying heavy footlockers unnecessarily down stairs as a form of punishment.

7. GySgt Kelton be charged with violation of Article 108, due to the numerous occasions between the dates of 6 October to 4 November 2010 when she willfully threw M16A4 Service Rifles on the deck, which resulted in at least one lost hand guard with a cost of less than one dollar.

8. GySgt Kelton should be charged with violation of Article 134, obstructing justice, due to wrongfully attempting to influence the actions of First Platoon Officer Candidates between the dates of 6 October to 4 November 2010 by forceful instruction to not inform the Platoon Commander of actions that were in violation of the OCS SOP, and would have reasonably been investigated had the Platoon Commander been aware of them.

9. GySgt Kelton should have the additional MOS of 0911 removed and not be allowed to execute entry-level training with Officer Candidates or Recruits.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

10. GySgt Kelton receive punitive punishment in the form of a special court martial.

11. SSgt Lopez be charged with violation of Article 90 due to willfully disobeying Captain Kraics' verbal commands on several occasions between the dates of 6 October to 4 November 2010, in include commands to:

a. Not assign platoon-wide essays to First Platoon, or words to that effect.

b. That gear inspections must always have training value such as identifying lost gear or preparing for the field, or words to that effect.

c. Take First Platoon into the squad bay quickly so that they could warm up, shower, and change into warm clothes, or words to that effect.

d. Promote positive leadership and enforce zero tolerance for bullying within First Platoon, or words to that effect.

e. Allow the platoon to use free time and transition time for studying for exams when appropriate, or words to that effect.

f. Afford candidates enough time to hygiene in order to properly cleanse themselves to prevent infections and sickness, or words to that effect.

12. SSgt Lopez be charged with violation of Article 92, due to violating (17) separate provisions of the OCS SOP, on numerous occasions between the dates of 6 October to 4 November 2010 to include:

a. 3000, All OCS personnel will treat each Officer Candidate with firmness, fairness, and dignity. Every Officer Candidate deserves a fair chance at earning a commission.

b. 3003.1, The six occasions upon which OCS personnel are authorized to touch the person or clothing of an Officer Candidate.

c. 3003.2, When touching an Officer Candidate or equipment for any ~~of~~ of the purposes listed above, no person shall come in physical contact to any great extent or with any greater force than is reasonably necessary to accomplish the authorized purpose.

d. 3003.3.a, OCS Staff Personnel will not make statements, gestures, or engage in any action that could be interpreted as racial, gender, or ethnic prejudice or bias.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

e. 3003.3.b, OCS Staff Personnel will not direct racial, gender, or ethnic slurs, comments, or jokes toward an Officer Candidate.

f. 3003.3.e, OCS Staff Personnel will not prescribe a nickname for a candidate associated with his/her physical appearance or overall performance (e.g. doughboy or run drop).

g. 3003.10, OCS personnel will not use profanity in the presence of Officer Candidates.

h. 3003.13, OCS personnel will not use personal electronic devices (cell phones) in the presence of Officer Candidates.

i. 3004.1, Correcting a group of Officer Candidates for individual or collective infractions of rules or failure to learn is expressly prohibited.

j. 3004.2.e, Ten push-ups (one count) to an individual Officer Candidate for allowing his/her rifle to hit the deck.

k. 3005.1.a, Some prohibited actions are those which cause Officer Candidates to run unnecessarily up and down ladder wells or in and out of buildings.

l. 3005.1.g, Some prohibited actions are those which cause Officer Candidates to perform authorized physical exercise at an unauthorized time or place. All forms of "incentive Pt" are unauthorized at OCS except as covered by paragraph 3004.2e.

m. 3005.1.h, Some prohibited actions are those which cause Officer Candidates to be the object of jokes or comments based on an Officer Candidate's race, ethnic background, religion, gender, age, or national origin.

n. 3006.3.a, Candidates will be allowed to receive at all times, professional military training, leadership evaluation, and medical care without fear of reciprocity and unauthorized incentive training.

o. 3006.3.b, Candidates will be allowed to have uninterrupted sleep during the hours scheduled for sleep except for authorized guard, security duty, fire drills, authorized searches, or quiet waking of individuals for administrative or sanitary reasons.

p. 3006.3.m, Candidates will be allowed to treat one's fellow Officer Candidates with mutual respect, fairness, dignity, compassion, and respect at all times.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF

g. 5031.1, Under no circumstances will weapons, equipment, clothing, or bedding be thrown about or disturbed beyond the degree necessary to inspect it.

13. SSgt Lopez be charged with violation of Article 92, specifically violating MCO 1700.28, Hazing, on numerous occasions between the dates of 6 October to 4 November 2010 through her conduct which First Platoon Officer Candidates to suffer or be exposed to activities that were cruel, abusive and humiliating.

14. SSgt Lopez be charged with violation of Article 93, due to numerous occasions between the dates of 6 October to 4 November 2010 where First Platoon, when subject to her orders and directions, was subjected to:

a. Running during hours of darkness in an area with uneven terrain and several obstacles which resulted in at least one injury.

b. Running on the parade deck after evening chow which resulted in Candidate Riner vomiting on the parade deck and not being provided with medical care.

c. Insufficient hygiene time despite increased occurrence of bacterial pneumonia and an increased likelihood of cellulitis.

15. SSgt Lopez be charged with violation of Article 108, due to the numerous occasions between the dates of 6 October to 4 November 2010 when she willfully threw M16A4 Service Rifles on the deck, which resulted in at least one lost hand guard with a cost of less than one dollar.

16. SSgt Lopez be charged with violation of Article 134, obstructing justice, due to wrongfully attempting to influence the actions of First Platoon Officer Candidates between the dates of 6 October to 4 November 2010 by forceful instruction to not inform the Platoon Commander of actions that were in violation of the OCS SOP, and would have reasonably been investigated had the Platoon Commander been aware of them.

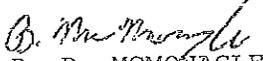
17. SSgt Lopez should have the additional MOS of 0911 removed and not be allowed to execute entry-level training with Officer Candidates or Recruits.

18. SSgt Lopez receive punitive punishment in the form of a special court martial.

Subj: COMMAND INVESTIGATION INTO POSSIBLE VIOLATIONS OF THE OCS  
STANDARD OPERATING PROCEDURES (SOP) AND HAZING ALLEGATIONS  
INVOLVING COMPANY C STAFF



R. A. MCCOLLOM

  
B. R. MCMONAGLE  
J. M. SECOR