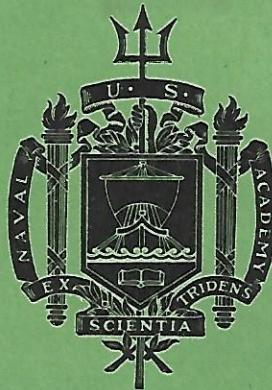


UNITED STATES NAVAL ACADEMY
Annapolis, Maryland

THE PLEBE INDOCTRINATION SYSTEM



COMDTMIDN INST 1531.2G

UNITED STATES NAVAL ACADEMY
Annapolis, Maryland 21402

COMDTMIDNINST 1531.2G
17 April 1972

COMDTMIDN INSTRUCTION 1531.2G

From: Commandant of Midshipmen

Subj: Plebe Indoctrination System

Encl: (1) The Plebe Indoctrination System

1. Purpose. To set forth regulations and procedures for the operation and administration of the Plebe Indoctrination System.

2. Cancellation. This Instruction cancels and supersedes COMDTMIDNINST 1531.2F.

3. Action. The Plebe Indoctrination System described in enclosure (1) will be implemented commencing with the Class of 1976. The Fourth Class Customs Committee is charged with reviewing and evaluating the Plebe Indoctrination System and recommending changes thereto.


MAX K. MORRIS

DIST:

C-O, C-R

USNA "CC"

OIC 4/C Regt (3000)

LOCATOR CROSS-REFERENCE SHEET

Subj: Plebe Indoctrination System

See:

(Recipient enter information as to where this instruction is maintained.)

COMDTMIDNINST 1531.2G
17 April 1972

RECORD OF CHANGES

CHANGE NO.	DATE OF CHANGE	DATE ENTERED	BY WHOM ENTERED

17 April 1972

TABLE OF CONTENTS

PART I - <u>The Plebe Indoctrination System</u>	<u>Page</u>
Objectives.....	1
Phase System.....	2
Conduct and Aptitude.....	3
Correction and Punishment.....	5
 PART II - <u>Fourth Class Duties, Rates, and Responsibilities</u>	
Fourth Class Duties, Rates, and Responsibilities .	8
Carry on Policy.....	12
Chow Call.....	13
 PART III - <u>Responsibilities of the Upperclass</u>	
General Responsibility Clause.....	14
Responsibility.....	15
Fourth Class Professional Indoctrination Program..	19
Midshipmen Plebe Indoctrination Board.....	20

COMDTMIDNINST 1531.2G
17 April 1972

PART I
THE PLEBE
INDOCTRINATION SYSTEM

Objectives

The Plebe Indoctrination System is a fundamental part of life at the Naval Academy. Although some form of military training is found at many American colleges and universities, the rigorous routines and challenges of a plebe indoctrination system are unique to the Service Academies. Complementing other phases of midshipmen training and education, the system directly supports the Naval Academy's mission by developing leadership abilities and a basic understanding of military relationships and the military environment. Its aim is to teach each plebe to:

Exercise self-discipline,
Effectively organize his time and effort,
Think and react with good judgment,
Exhibit an exemplary military bearing and appearance.

Plebe year is designed to test and develop. It is a deliberate period of testing, requiring a midshipman to stand on his own two feet, to perform under stress, to respond promptly and intelligently to orders and, finally, to measure up to the highest standards of character, honor, and morality.

Phase System

The purpose of the phase system is to provide a smooth transition from the role of a civilian to that of a competent Plebe with the final goal of accepting the increased responsibilities and privileges of a Fourth Classman.

Phase I: Plebe Summer. A period of rapid transition from prior life to that of a Plebe. Discipline, physical development, and basic military subjects will be stressed.

Phase II: Academic Year. This period will stress the continued development and proficiency of the Plebe, and the Plebe will be under prolonged periods of mental and time-budgeting demands. Second Classmen will participate in the indoctrination of the Plebes under the supervision of the First Class. Third Classmen will be delegated specific duties in areas specified by the First Class. Special instruction periods will be used by upperclassmen to guide and correct performance.

As the year progresses and as the Plebes develop the following privileges may be granted by the Brigade Commander contingent upon satisfactory performance and progress by the Fourth Class. The Brigade Commander will consult with his Company Commanders and obtain their evaluation of the performance of the Plebes prior to granting additional privileges. Privileges and approximate appropriate time frames for granting them are as follows:

- (1) Sometime after Christmas leave
 - a. Permission to have radios
 - b. Permission to wear rings
- (2) Sometime following 1st semester
 - a. Chopping in Bancroft Hall suspended
 - b. Elimination of table rates
- (3) At the discretion of the Brigade Commander
 - a. May use the bunk at any time
 - b. General reduction in rates
 1. Reduce Chow-call requirements as appropriate
 2. Modify requirements for knowing basic rates
 3. Permit plebes to observe normal uniform requirements in company areas

It is appropriate to stress that the granting of any or all of the above privileges is dependent upon the continued performance of the Fourth Class. Failure to establish or maintain acceptable levels of performance is sufficient reason for denying or revoking the above privileges.

17 April 1972

Conduct and Aptitude

a. Conduct and aptitude are extremely important to every midshipman, for these are two of the greatest measurements of development and performance. Repeated conduct offenses and low aptitude ratings are indicative of poor personal motivation and determination, certainly not qualities of a future officer. Every aptitude report should be examined and used for guidance and correction. A midshipman who profits by his mistakes has accomplished half of the correction by simply recognizing his problem. Determination and motivation to succeed complete the other half.

b. Several means exist for the evaluation and reporting of a Plebe's conduct and aptitude.

(1) On-the-Spot Correction.

Any upperclassman may call attention to the performance of a Plebe at any time. This should be immediate and pertain directly to the situation involved.

(2) Follow-up Reports.

Follow-up reports or evaluations may be given to a Plebe's Squad Leader at any time by upperclassmen who observe poor performance. This report may be oral or in writing and is more serious than an on-the-spot correction.

(3) Form 54-A.

These are the formal aptitude and performance evaluation forms placed in each midshipman's record. Form 54-A may be submitted at any time and relate to extended periods of performance. They are utilized extensively in determining aptitude grades, striper positions, and an individual's potential as a future officer. For this reason, every effort should be made to correct deficiencies identified in these reports.

(4) Company Performance Evaluation Board

If a Plebe fails to respond, or is not developing properly after repeated correction and counseling, his Squad Leader may request that his performance be reviewed by a Company Performance Evaluation Board. This board is chaired by the Company Commander and is the highest level of conduct and aptitude performance evaluation within the company. The responsibility of this board is to review and evaluate the performance of the midshipmen referred to the board and to determine corrective measures or recommend further action. In all cases deficiencies will be identified and specific recommendations for correcting

these deficiencies will be provided the midshipman concerned. In addition, specific goals will be established for the midshipman to meet, where feasible. The above actions will be addressed in detail in the report of the board. Referral to this board is an indication that the performance of the midshipman concerned is unsatisfactory or sub-standard, and that there is an immediate need for improvement. Board procedures are set forth in COMDTMIDNINST 1610.6 series. Upon completion of the Company Performance Evaluation Board's review of a case, regardless of the action taken, a Form 54A will be submitted to the Company Officer, summarizing the findings and indicating the action taken or recommended.

(5) Report of Conduct (Form 2)

Violations of Midshipmen Regulations may be reported by use of the Report of Conduct (Form 2). This is the procedure by which demerits are assigned and recorded.

Correction and Punishment

a. Special Instruction Periods.

(1) General.

Special Instruction Periods are the prime correctional periods of the day. Every Fourth Classman should strive to improve himself, as a matter of course, and the Special Instruction Period will help him accomplish this by providing individual attention and guidance concerning performance, conduct and aptitude. When ordered to "come around" by an upperclassman, the Plebe assumes responsibility for reporting at the next designated Special Instruction Period. If the Plebe cannot attend due to some other commitment, i.e., watch, sports, squad late practice, etc., it is his responsibility to inform the upperclassman and determine the next available time for reporting. The uniform will be that of the next formation unless otherwise specified. The Squad Leader will be given priority for Special Instruction Periods. Should a conflict arise wherein two upperclassmen require a Plebe to attend the same Special Instruction Period, the Plebe will attend that of the senior midshipman, informing the other(s) as soon as practicable of the conflict. A Plebe will "come around" to upperclass not in his squad only with the specific consent of his Squad Leader, unless he is told to come around by a midshipman officer of his unit senior to his Squad Leader.

(2) Specific Procedures.

(a) The Special Instruction Period is a time that should be used by the upperclass to constructively correct the deficiencies found in a Plebe. The Plebe should specifically be told why he is at the special instruction period and the corrective action taken should be focused toward correcting the observed deficiency. The extent and type of corrective means used should be in proportion to the severity of the deficiency in a given situation.

(b) An individual Plebe may be ordered to report to a specific senior midshipman's room for instruction, inspection, counseling, or corrective action during an authorized special instruction period as outlined below:

1. A midshipman officer may order any Plebe in a unit under his command to report to him for special instruction. A First Classman may order any Plebe in his company to report to him for special instruction, subject to concurrence by the Plebe's Squad Leader. Second Classmen and Third Classmen may order any Plebe in his squad to report to him for special instruction.

2. The Squad Leader will be given priority for special instruction periods. Should a conflict arise wherein two upperclassmen require a Plebe to attend the same Special Instruction Period, the Plebe will attend that of the senior midshipman, informing the other(s) as soon as practicable of the conflict.

3. The uniform will be that of the next formation unless otherwise specified.

4. Special Instruction Periods are:

0715 - 0730 Morning extra instruction period
(Those men attending PEP will be allowed sufficient time to shower.)

1155 - Call to noon formation Monday - Saturday

1800 - Call to evening formation Monday - Saturday

During this period:

a. No form of physical punishment (including uniform races) may be utilized.

b. Reciting of rote material, detailed personnel inspections, etc., should be utilized if the circumstances warrant. Specific emphasis must be made to ensure that the corrective action fits the error which the Fourth Classman has made.

c. The door to the room must remain open during Special Instruction Periods.

d. Plebes will be allowed sufficient time to prepare for all formations.

e. Unit commanders are charged with supervising Special Instruction Periods and will actively do so.

f. The Special Instruction Period should be used effectively by the upperclass. When excessive numbers of such periods are assigned, the instruction loses all constructive meaning to the Plebes, and becomes detrimental and demotivating.

b. Extra Duty.

For violations of regulations set forth in Midshipmen Regulations or improper performance of/failure to carry out assigned duties (i.e. - failure to know appropriate rates, failure to carry out duties of Chow Call Watch or the Window Closing Watch, etc.) a plebe may be placed on report. Extra Duty is the prescribed method of punishment for conduct offenses. It will consist of those procedures established by the Commandant of Midshipmen for the Brigade.

c. Special Aptitude Evaluation Form 54-A.

Special Aptitude Evaluation Forms may be submitted at any time and will remain an official part of the midshipman's record.

d. Review by Company Performance Evaluation Board.

(1) If the Squad Leader feels the situation warrants, he may call for the Company Performance Evaluation Board to review a Plebe's performance and take what action is deemed necessary. The Company Officer will be informed of the convening of the Board.

(2) The Board should be the last resort in the personal correction of a Plebe. Repeated conduct violations, poor aptitude and performance which does not seem to be affected by guidance or evaluation on the squad level should be turned over to the Board. Through the use of 54A's a complete performance record can be kept to support the Squad Leader's actions. If the Squad Leader feels his actions are not successful, he should not hesitate to turn to the Company Performance Evaluation Board for additional aid. Board procedures are set forth in COMDTMIDNINST 1610.6 series.

e. Physical Punishment.

Any form of physical punishment an upperclass midshipman inflicts on a fourth class is by definition a form of hazing. As such it is prohibited by U. S. Code Title 10, Section 6964, and Midshipmen Regulations and is punishable by dismissal. Accordingly, no form of physical punishment may be utilized by upperclass in correcting Fourth Class.

f. Disciplinary Action.

The only acceptable form of disciplinary action that may be taken against a Fourth Classman is through the Midshipman Conduct System (COMDTMIDNINST 1620.10 series).

PART II

FOURTH CLASS

DUTIES, RATES, and RESPONSIBILITIES

Note:

(The meaning of * and ** is defined on page 12)

Fourth Class Duties, Rates, and Responsibilities

a. General. Each Plebe will:

(1) Address all seniors as "Sir" or "Mister." He will always stand at attention when spoken to, unless told to do otherwise.

(2) Carry out any orders issued by any senior midshipman. He will normally respond to orders with "Aye, aye, Sir!" (meaning: I hear, I understand, and I will carry out your orders to the best of my abilities) and he will let his superiors know if conflicting orders are issued.

(3) Come to the position of attention and sound off (Midshipman _____, Fourth Class, Sir) when entering an upperclassman's room or when an upperclassman enters his room. He will remain at the position of attention with his eyes looking straight ahead (eyes in the boat) unless spoken to, until told to brace up, carry on, or to do otherwise.

(4) Acknowledge all upperclass upon meeting before 0800 each morning with a "Good morning, Sir" and will acknowledge each upperclass in his company upon meeting in the yard during the day with "Good morning/afternoon/evening, Sir" as appropriate,

(5) Yield the right of way to an upperclassman at all times and at all places.

(6) Not utilize the Third Class ladders located in the 3rd, 4th, 7th, and 8th wings, Second Class ladders and Second Class doors in the 3rd and 4th wings, the landward ladders in the Rotunda, the walk around the Administration Building, the benches along Stribling Walk, the areas of Smoke Park, or any diagonal or curving walkway in the yard. The location of Third Class ladders and Second Class ladders/doors may be found in Reef Points.

(7) Maintain proper posture, appearance, and decorum at all times.

*(8) Be in a complete uniform at all times when outside his room, except that he may wear his bathrobe for ten minutes after the reveille bell and ten minutes prior to taps. He may be in a bathrobe within the living areas of Bancroft Hall when granted carry-on. Decorations on his bathrobe will be limited to class, intramural and/or varsity sports letters.

(9) Anticipate all formations by being in ranks at the position of parade rest prior to the ringing of the bell for the formation. At the bell he will assume the position of attention.

(10) Not wear any form of jewelry except a wristwatch or religious medal.

b. Specific Duties, Rates, and Responsibilities. Each Plebe will:

(1) Be required to read and be familiar with three major articles (in their entirety) from both the front page and sports page of the newspaper by morning meal, the Brigade Bulletin, unit Plan of the Day (POD),

and special movement orders during the course of the day.

(2) When assigned, be prepared for and give chow calls as prescribed herein.

(3) When assigned the window closing watch, be responsible for closing windows as designated by the Company Commander.

(4) Be required to plan and maintain company posters, bulletin boards, and other projects which are assigned by proper authority.

(5) Be responsible for knowing the following information:

(a) The military chain of command through the Commander-in-Chief. (This includes both officer and midshipman command chains.)

(b) The names of all two stripers and above in his company.

(c) The names of all three stripers in his Battalion.

(d) The names of all four stripers and above in the Brigade.

(e) The Company Officers in his Battalion.

(f) The Battalion Officers.

(g) Captains and coaches of in-season athletic teams.

(h) Varsity athletes of in-season sports squads in his company.

(6) Memorize verbatim the Oath of Office, Mission of the Naval Academy, and Famous Naval Sayings from Reef Points. He will be familiar with and able to discuss the remaining contents of Reef Points, including the sections on Yard Gouge and Irish Pennants.

(7) Know the title of the movies in town and the theatres at which the movies are playing. By noon meal on Wednesday of each week, he will know the title of the movie in the yard for the coming weekend. He will know the OOWs and their regularly assigned billet; he will know the number of days to the Army game, to the next leave period, to the Second Class Ring Dance, and to First Class graduation; he will also be held responsible for knowing the menu of the present meal and the following meal. These requirements are designated as the Four Basic Rates for a Plebe.

(8) Know the name of each visiting ship and the Commanding Officer.

(9) Know the reviewing officer of each parade and the required honors appropriate to his rank as well as his present duty assignment.

17 April 1972

(10) By noon meal on Wednesday, know the varsity sporting events scheduled in the yard for the coming weekend. If a varsity sporting event occurs during the week, the Fourth Classman will be held responsible for knowing about it by noon meal the day prior to the event. During the football season, the Plebe will know the varsity football schedule and up-to-date first team offensive and defensive alignments. As far as the opposing football team is concerned, the Plebe will be held responsible for knowing the coach, the outstanding player(s) and their current won-loss record. The Plebe will be required to know the following two fight songs of Army: "Sons of Slum and Gravy," and "On Brave Old Army Team" by the commencement of Phase II. By evening meal of each Sunday, the Plebe will be required to know the outcome of all varsity and Plebe sporting events held on that weekend, not to include scores.

c. Wardroom.

(1) Each Plebe will march to his seat and stand at attention until the other classes have been seated.

(2) A Plebe will not use First and Second Class alleys. These are the passageways between the bulkheads and the tables.

*(3) Each Plebe will sit at the position of attention; that is, erect, hands in lap, head up, eyes straight ahead, and utilizing the complete bottom, but not the back of the chair. Whenever spoken to by an upperclassman, the Plebe may look at the individual addressing him by turning his head.

(4) A wardroom-like atmosphere, conducive to professional conversation, will be maintained on the table. Upperclass may participate in discussions with the Fourth Class which will be confined to current events and professional topics. The professional areas discussed will coincide with the Brigade-wide Professional Training Program topics for Fourth Class for the week. It is stressed that these will be discussions, not questions asked by the upperclass and answered by the Fourth Class. The following guidelines will be observed:

(a) Each Plebe is responsible for passing food, but will not handle or touch any items on the table prior to being directed to be seated.

(b) Plebe rates will be known but are not to be the major topic of discussion.

(c) Plebes will not be required to bring any items, such as pre-prepared beverages, to the table. It is imperative that the attitude at meals be one of maturity. Such an atmosphere will help the development of all and better prepare each midshipman for service as a junior officer.

(5) When departing the wardroom, each Plebe will utilize the full width of the ladders exiting the wardroom, and not stop until reaching the level of the "O" deck, except to yield the right of way to an upperclassman.

(6) A Plebe who is not finished eating will be allowed to continue under the supervision of one of the upperclassmen on the table.

d. Formation and Movement.

*(1) A Plebe will consider himself to be in ranks when in the passageways of Bancroft Hall. He will have his eyes looking straight ahead (eyes in the boat), hands cupped, and march at double time at the position of attention in the center of all passageways, squaring all corners and not speaking unless spoken to. He will use the outboard side of all ladders and march up them at double time. He will march at double time from formation when dismissed.

*(2) A Plebe will stand at parade rest while reading bulletin boards, or standing in a line. (This does not include the Midshipmen Store or Steerage.)

(3) All Plebes will clear the Steerage between 1400 and 1800 after purchasing refreshments on Saturdays, Sundays and holidays, except when dragging privileges have been granted or when escorting members of their immediate family.

(4) A Plebe will not utilize Smoke Hall except for scheduled meetings or passing to and from the Wardroom.

e. Sporting Events and Ship Visits.

(1) Attendance at Sporting Events. Each Plebe will attend at least one sporting event from start to finish each weekend and is encouraged to attend two.

(2) Ship Visits.

(a) If the ship is alongside the sea wall all Plebes will visit the ship.

(b) If the ship is anchored out in the bay the Company Commander will designate those Plebes in his company who are to visit the ship. Coordination to determine the number of Plebes to visit will be effected through the Brigade Commander.

**f. Bunk Restrictions. A Plebe will keep off his bunk during the times indicated below:

Monday through Friday.....	from reveille to 2200
Saturday and day preceding holidays...	from reveille through evening meal formation
Sunday and holidays.....	from evening meal formation to 2200
Sunday preceding a holiday.....	no bunk restrictions apply

Carry-On Policy

a. A Plebe will normally be granted carry-on as follows:

(1) Until Sunday evening formation following a Navy football victory.

(2) Until reveille on Wednesday following any Navy weekend victory over Army.

(3) Until return from Christmas leave following a Navy varsity football victory over Army.

(4) If a member of a winning Plebe athletic squad, until the evening formation the day following the event or for longer periods as promulgated by the Brigade Commander upon recommendation of the varsity sport captain.

(5) If a member of a winning intramural sports squad, until reveille the day following the event.

(6) If a member of a championship intramural team (regimental or Brigade), a Plebe may be granted carry-on at the discretion of the Company or Battalion Commander concerned.

(7) Under other circumstances as deemed fitting by the Squad Leader or Company Commander.

(8) Each midshipman Fourth Class who is in a stretch-out program may be secured from Fourth Class duties, responsibilities, and rates as deemed fitting by the Brigade Commander following the completion of two full academic semesters in a Fourth Class status.

Such carry-on as listed in the above will consist of the suspension of Plebe rates marked by * or **.

Those rates preceded by ** will be suspended during exam periods.

Chow Call

At exactly 10 minutes before the first bell for each meal formation, chow call will be given at various stations insuring that everyone can hear at least one chow-caller. The basic format will be as follows (modify as appropriate for morning quarters vice meal formation):

a. At the ten minute call:

Sir, you now have 10 minutes until (morning, noon, evening) meal formation. The uniform for (morning, noon, evening) meal is _____. Formation is (outside, inside). The menu for (morning, noon, evening) meal is (state verbatim the menu). The Officer of the Watch is (state name and job); the Assistant Officer of the Watch is (state name and job); the Midshipman Officer of the Watch is (state name and job); the Battalion Officer of the Watch is (state name and job). There are () days until Navy beats Army, () days until (next) leave. () days until Second Class Ring Dance, and () days until First Class graduation. Ten minutes, Sir!

b. At the five minute call:

Sir, you now have five minutes until (morning, noon, evening) meal formation. The uniform for (morning, noon, evening) meal is _____. Formation is (outside, inside). The menu for (morning, noon, evening) meal is (state verbatim the menu). Five minutes, Sir!

c. At the four minute call:

Sir, you now have four minutes until (morning, noon, evening) meal formation. The Officers of the Watch are: the Officer of the Watch is (etc.). Four minutes, Sir!

d. At the three minute call:

Sir, you now have three minutes until (morning, noon, evening) meal formation. The movies are (announce the movies in town and in the yard). Three minutes, Sir!

e. At the two minute call:

Sir, you now have two minutes until (morning, noon, evening) meal formation. There are () days until Navy beats Army, () days until (next) leave, () days until Second Class Ring Rance, and () days until First Class graduation. Two minutes, Sir!

f. At the one minute call:

Sir, you now have one minute until (morning, noon, evening) meal formation. All hands are reminded to shut off all lights, running water, electrical appliances, lock all confidential lockers, and open all doors. Time, tide, and formation wait for no man. I am now shoving off. One minute, Sir!

COMDTMIDNINST 1531.2G
17 April 1972

PART III
RESPONSIBILITIES OF THE UPPERCLASS

General Responsibility Clause

The relationship between upperclassmen and Plebes must be based on the principles of regard for human dignity and mutual respect. There must be intelligent deference by the junior but there must also be a feeling of responsibility on the part of the senior for the dignity and individuality of each Plebe. The treatment of Plebes by acts that degrade or humiliate is in violation of these principles.

Oppression, maltreatment, and harassment of Fourth Classmen are offenses which may result in discharge from the Naval Academy. To assault a Plebe under any conditions or touch his person without proper justification is an example of this offense; to subject him to physical punishment is another.

Plebe Servitude

The directing of a Fourth Classman to perform any act or service of an unofficial nature or to perform any personal service except those duties prescribed herein is not authorized and may result in discharge.

Relationships

An impartial and impersonal relationship will be maintained by upperclassmen at all times. Upperclassmen will not become familiar with Plebes, and they will not "spoon" them.

Responsibility

a. Responsibility of Midshipmen Officers (Platoon Leaders and above)

(1) Midshipmen officers are responsible for the conduct and administration of Plebe Indoctrination. In order to ensure the success and proper implementation of the Plebe Indoctrination System, it will be the duty of each unit commander (Brigade, Regiment, Battalion, Company, Platoon) to closely scrutinize and actively supervise the implementation of the Plebe Indoctrination System in his unit (including Special Instruction Periods). Unit commanders should keep in mind that they are ultimately responsible for the morale and proper conduct of the men under their command.

b. Responsibility of Squad Leaders.

(1) Each Squad Leader is charged with overall responsibility for the indoctrination, performance and welfare of all Plebes in his squad. Under the Squad Leader's cognizance, second class element leaders are to be the primary administrators of indoctrination procedures. In this way the Squad Leader will be able to maintain an overview of squad activities without having to become a direct cog in the workings. This will leave him free for other duties; more importantly, it will place him in a position somewhat apart from the actual indoctrination. As a result, the Plebes can openly come to him for advice, knowing that any problems they are having within the squad will be kept between themselves and their Squad Leader only. The Squad Leader must never forget that he is ultimately responsible for everything that happens in his squad. He must ensure that all members of the squad carry out indoctrination procedures in a just, thorough, and conscientious manner, taking quick and decisive corrective action when necessary.

(2) The Squad Leader should keep himself informed of the progress and performance of each underclassman in all matters, including academics, professional training, aptitude, conduct and athletics. In this regard he should check grade cards when issued; check with coaches of appropriate athletic teams to determine how his Plebes are progressing; review conduct reports, ensure that his Plebes are making effective use of their time and efforts; and ensure that each underclassman in his squad is properly motivating each Plebe by keeping abreast of the number of come arounds assigned and how they are conducted.

(3) The Squad Leader should seek expert advice and help, when necessary. He should discuss any problems with his Platoon Leader, Company Commander and Company Officer, always keeping in mind that his main objective is to instill in his Plebes a sense of self-discipline, motivation and confidence. The Squad Leader will initiate action should a member of his squad require an appearance before the Company Performance Evaluation Board.

In addition to talking things over with those above him in the chain of command, the Squad Leader should see to it that his juniors are similarly kept informed. As the Squad Leader deems appropriate, element leaders should be advised of squad problems they might not otherwise know about.

(4) Inherent in the Squad Leader's relationship with his Plebes should be an understanding which is based on positive leadership. Recognizing that each Plebe has potential, it is incumbent on the Squad Leader that he seek to develop this potential. Similarly it is his responsibility to bring to the attention of the Company Officer those men who he feels are not capable of progressive development.

(5) Responsibility for Midshipmen Performance Jackets will be with the Squad Leader. He will ensure that proper entries are made in each record and that periodical interviews are conducted with individual squad members. At no time shall any underclassman handle the Performance Jackets except when the Squad Leader deems it appropriate. Distinct from these jackets are individual squad aptitude folders. Each underclassman will keep a manila folder on those men junior to him within his element. As the elements change during the set, he will continue to maintain these folders. Such things as personal observations of bearing and dress, and special strengths or weaknesses of the individual(s) concerned should be noted during the set. These folders will serve as a ready reference when preparing 54As for element members.

c. Responsibility of Second Class

(1) The effectiveness of the element system will depend greatly upon the motivation and enthusiasm of the second class. They, as Element Leaders, will be in more direct contact with the Plebes and will be responsible to the Squad Leader for all aspects of the Plebes' training. It must be kept in mind that the Element Leader is working for the Squad Leader and therefore must keep him informed of any problems or situations which are being encountered and will routinely discuss with him each man's performance on a weekly basis. The Squad Leader should be so informed that he will be able to discuss problems of a specific nature with those who might be concerned.

(2) The areas of responsibility of the Element Leaders will include:

(a) The professional training of the Plebes within his element, coincident with the Brigade Professional Program.

(b) Ensuring that all Plebes have a complete knowledge of their rates.

(c) The bearing and dress of all midshipmen in the element.

(d) The condition of rooms.

(e) The handling of problems other than a personal nature which those in the element might have.

(f) The Element Leaders should inform the Third Class of some of the problems they are confronted with which might have instructional value in preparing them for assuming the responsibilities when they become Second Class.

(3) The Element Leader must take an active part in all aspects of training. Not only will the results of their efforts be seen in the Plebes, but the experience gained in directing and influencing subordinates and in assuming the responsibilities of a leader will provide them with the experience needed to assume higher leadership positions.

d. Responsibility of Third Class.

(1) The objectives of the Third Class, in the Plebe Indoctrination System, should be threefold. The first is to be a general and overall advisor to the Plebe in any problems or situations dealing with 4/c rates and responsibilities. Problems and situations of major proportion should be handled by the Squad Leader. The second is to set a proper example, as would be fitting for Fourth Classmen to follow. The third is to achieve a successful working relationship between the Third and Fourth Class. These objectives should be worked in at the squad level.

(2) The Third Classman, having just completed Plebe year, is able to advise and assist the new Plebe in any problem involving 4/c rates and responsibilities--such as the nature of professional tests given throughout the year, how to improve their appearance, organize their time, and how to achieve successful study habits. As problems are discovered in a Plebe, they should be passed to the Squad Leader to help him in counseling the Plebe. Specifically, Third Classmen should advise and assist the Plebes in the following areas:

- (a) Academics
- (b) Professional Bearing and Dress
- (c) A Fourth Classman's place in the company
- (d) In general, all areas pertaining to a Fourth Class

Problems and situations of major proportion such as serious problems in the "Hall," emotional problems caused by problems at home, and serious academic problems, should be handled by the Squad Leader.

Each Third Classman should keep abreast of the Plebe's performance at all times in order to carry out this objective.

(3) Proper example may be set by a Third Classman by striving to maintain high standards of room conditions, professional bearing and dress, and general conduct. By following this example, the Fourth Classman should be motivated to achieve the same standards.

(4) The relationship between the Third and Fourth Class should be one of an upperclass-lowerclass relationship at all times. Third Classmen should ensure that the Fourth Class maintain their rooms and their appearance at the proper standards.

e. Responsibility of all Upperclassmen.

(1) In carrying out the Plebe Indoctrination Program, each midshipman will be guided by General Order 21, which states in part:

"An ever-improving state of Service strength and effectiveness may be achieved, by emphasizing that successful leadership is based at all levels on personal example and moral responsibility, by ensuring that every man is himself an example of exemplary military ideals and conduct, and by requiring personal attention to and supervision of subordinates."

(2) Midshipmen should also be aware of the provisions of Title 10, United States Code, Section 6964, regarding hazing. This is summarized in the Midshipmen Regulations. The breaching of any military system is serious, but one which can endanger the physical safety of another individual is disastrous and must be treated as such. Such actions as hazing are only indications of the failings and inabilities of the leader, not to mention his immaturity and disregard for lawful orders.

(3) Every midshipman should use the "General Responsibility Clause" as a guideline for his actions under the Plebe Indoctrination System. No requirements will be imposed on a Plebe which would infringe on his specific study hours, deny him a full and complete meal, deny him sleep between taps and reveille except when performing authorized duties such as an assigned watch, or cause him to perform any personal service. No upperclassman will touch a midshipman Fourth Class except to correct his military bearing and dress or administer first aid.

(4) The responsibilities of the upperclass are not confined to their role within the company. They should realize the fact that maintaining the standards of the Brigade is a collective responsibility and that they, as upperclass, are in a position to take action to maintain these standards. Therefore on-the-spot corrections to bearing and dress by upperclass will not be confined solely to the men in their own company of a lower class but will carry the same authority on a Brigade level. It is expected that these corrections will be made and at all times will be justified and in the interest of maintaining high standards within the Brigade.

Fourth Class Professional Indoctrination Program

a. The purpose of professional indoctrination for Fourth Class is threefold:

First, to provide a broad general base of knowledge pertaining to Naval organization, customs, traditions, and other material with which it is desirable that a naval officer be acquainted, that is not presented elsewhere.

Second, to provide a means of measuring an individual's interest, motivation and performance under controlled circumstances.

Third, to provide leadership training opportunities for the upper-class while teaching the Fourth Class midshipman to effectively utilize his time.

b. The Fourth Class Professional Training Program will be organized and conducted by the Second Class through the Second Class Striper Organization, subject to the direction and guidance of the First Class who retain overall responsibility.

c. The Fourth Class Customs Committee shall exercise supervisory authority for the Commandant of Midshipmen and will review and approve all programs prior to implementation.

d. The Fourth Class Customs Committee will conduct a continuing review of the program through the First Class Striper Organization, and will ensure the goals of the program are met.

INDEX

<u>ITEM</u>	<u>Page</u>
Addressing of a Senior.....	8
Alleys, use of.....	10
Appearance.....	8
Aptitude.....	3,6
Attention, position of.....	8,10
B-Robes.....	8
Basic Rates.....	8,9,10,11,13
Beds, when rated.....	11,12
Benches.....	8
Bracing, use of.....	8
Bulletin Boards.....	9
Captains and Coaches, memorization of.....	9
Carry-On.....	12
Chain of Command, memorization of.....	9
Changing Knowledge.....	9,10
Chow Call.....	13
Chow Passing.....	10
Company Performance Evaluation Board.....	7
Conduct Report.....	4
Corrective Action.....	5,6,7,18
Duties, Fourth Class.....	8,9,10,11,13
Extra Duty.....	6
Football Schedule.....	10
Football Team, knowledge of.....	10
Formation and Movements.....	11
Formation, anticipation of.....	8
Form 2 (Conduct Report).....	4
Form 54-A (Aptitude Evaluation Report).....	3,6,7
Hazing.....	7,14,18
Knowledge, general.....	8,9,10
Ladders, use of.....	10
Meal, full and complete.....	10,18
Menus, memorization of.....	9,13
Movies, knowledge of.....	9,13
Newspaper, reports.....	8

17 April 1972

<u>ITEM</u>	<u>Page</u>
On-the-spot Correction.....	3,18
OOW's, memorization of.....	9,13
Orders, response to.....	8
Parade, reviewing officer.....	9
Passageway, conduct in.....	11
Personal Servitude.....	14,18
Phase System.....	2
Physical Punishment.....	7,14,18
Professional Program.....	19
Professional Questions.....	8,9,10
Projects, Special.....	9
Publications, familiarization with.....	8,9
Rates.....	8,9,10,11,13
Reef Points.....	9
Relationships.....	14
Responsibility, Fourth Class.....	8,9,10,11,13
Responsibility, Upper Class.....	14,15,16,17,18
Right of Way, yielding.....	8
Ships, visiting.....	9
Sleep.....	18
Smoke Hall, movement through.....	11
Special Instruction Period.....	6,15
Sports Captains and Coaches.....	9
Sporting Events, attendance at.....	11
Sporting Results.....	10
Steerage, use of.....	11
Stripers, knowledge of.....	9
Time Allotted for Plebe Indoctrination.....	6
Times, Special Instruction Period.....	6
Uniform, complete.....	8
Varsity Athletes, in-company knowledge of.....	10
Violations, Plebe Indoctrination.....	18
Walks, use of.....	8
Wardroom, Conduct in.....	10
Wednesday Noon, special requirements.....	10
Window Closing.....	9

