



of these IG complaints - it was difficult to get read in when I first arrived at the command.

CAPT Hunter thinks you need to be a tactical expert, so me being an Aviator does not help in that sense. A couple weeks ago, CAPT Hunter said I was not doing everything he expected of me, and I asked him what I needed to do, and the issue of me qualifying to be Coxswain came up. It is going to be a challenge given my other responsibilities, but I am optimistic it will help me in the long term - if the CO believes it is beneficial, then I will do it.

CAPT Hunter does feel like the Wardroom and Chief Mess are dysfunctional, and I do not agree with that. He does not think they are stepping up. I think the Wardroom and Chief's Mess are working to improve the squadron.

I do not sense there are any issues of conflict between the officers and Chiefs in Fuj. I am not aware of any facts indicating that CAPT Hunter was attempting to "pit the two against each other," but I suspect it is possible given a recent discussion with [REDACTED]

[REDACTED] asked recently to be afforded the opportunity to go to his church service. CAPT Hunter agreed, but stated that, consistent with his liberty policy, needed to have a liberty buddy. Eventually CAPT Hunter stated that he would be the member's liberty buddy if required.

As for religious services, it is hard because we are so busy. I would like to go to church services, but am too busy. The OPTEMPO is extremely high here, personnel are exhausted, but CAPT Hunter is working to improve that - he has authorized some personnel to take a day off on a weekly basis.

Liberty policy: It is in the NAVCENT OPORD that everybody has to have a liberty buddy in UAE. 56 has indicated that the policy will not change. However, 56 has indicated that there are no longer any rank restrictions on liberty buddies and MSRON 12 is considering its options on that matter.

I am working on a command climate survey now. CAPT Hunter has stated that he will not allow me to see the 2012 survey. DEOMI is still down and I am working with CAPT Hunter to determine the way ahead. CAPT Hunter has expressed that he does not want an actual "survey" done, but instead complete focus groups and interviews.

Relationship between the CO and [REDACTED] is not "good" or "bad," but in the middle.

I feel I have a good relationship with [REDACTED], although I have corrected him on some of things he has said.

I do not feel like I can always be candid with him. A couple weeks ago he specifically stated that "you are not my peer." It is a different type of relationship than I have had in the past - at MSRON 14 I was more of a peer with the CO. Perhaps CAPT Hunter felt a bit of competition from me given his rank. The change of command is 2 Aug 13.

The CO has yelled at me before. But when he and I have heated discussions, it has been behind closed doors.

CAPT Hunter does praise officers sometimes - not as much as I would want, but sometimes.

CAPT Hunter has stated that LOIs are normal, no big deal, and he gives out a lot of them. Officers joke that receiving an LOI is standard.

I have never heard CAPT Hunter threaten people's careers, or say things to the effect of "if you don't do this, you are done."

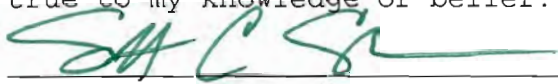
He is hard to work with, and I have never had any COs that are worse than him from the perspective of working relationships, but he knows his community very well from a professional/technical expertise perspective.

I am not sure how you can fix widespread command climate issues, assuming they exist, but at the same time, we will accomplish the mission regardless. CAPT Hunter could use some leadership mentorship in developing better rapport with his officers and perhaps chiefs mess.

CAPT Hunter believes [REDACTED] is out to derail his career.

I am not aware of [REDACTED] having an unduly familiar relationship with [REDACTED].

I swear (or affirm) that the information in the statement above is true to my knowledge or belief.

  
\_\_\_\_\_  
Scott Seeberger, CAPT

31 JAN 13  
Date

Sworn to before me this date  
[REDACTED]

31 JAN 13  
Date

WITNESS STATEMENT

██████████ ██████████ ██████████  
Name Rank/Rate SSN

MSRON 12 Crewman  
Command Department/Division

Fujairah ██████████  
Location for next 30 days Phone

I, ██████████, hereby make the following statement:

I was active duty for three years. I have been a SELRES since 1992. This is my third deployment (prior two were Bahrain and JEB, respectively).

██████████ is a Coxswain, and I am his crewman. CAPT Hunter wants all Boat Chiefs on the water. I do not agree with that, as I have sailors to take care of and many other responsibilities. Chiefs objected, but the CO insisted. The Chiefs in JEB are similarly situated - they also have be on the water.

Everything is OK for females in the command. I do not feel there is any gender discrimination in MSRON 12.

Once, CO said that he had not seen a watchbill submitted, but EMC Westfall and ██████████ submitted several times it, and was very frustrated. When the CO said that he had <sup>only seen</sup> seen a watchbill <sup>once</sup> during a Chief's call with a CAPT, he set down his cell phone. CAPT Hunter said "do you have something to say" and ██████████ did not reply.

I was not at a recent All Hands call wherein a 3<sup>rd</sup> Class was reportedly belittled publicly when he asked about pay issues involving a crew swap.

I am not aware of CAPT Hunter's physical fitness or PRT participation.

I have never seen ██████████ target one sailor for pushups, but he will spontaneously have people drop and do 20 pushups (he will do it with the sailors).

██████████; ██████████ told me that ██████████ asked him offensive questions about his wife, asking if his wife was a terrorist. Also, I heard that earlier in the year ██████████ made a bobble-head gesture towards ██████████ as he is Indian. The most upsetting thing about ██████████ situation: he came up to me, ██████████, and ██████████ - I was just pulled me outside and the CAPT and ██████████ apologized to me - it disturbed me that CO was apologizing for the racism of his subordinate, at night. ██████████ was worried about retribution - he was scared. ██████████ made a complaint to the Department of the Navy about the issue (he spoke to a CAPT).

[redacted] tends to get defensive when questioned. Also, I had two First Classes approach <sup>me</sup> her, stating that [redacted] had said negative things to me to the First Classes. *in relation to a disagreement [redacted] and I had ~~so~~ the night before at Pitches.*

Liberty policy: Needs to be changed - I want to see the instruction prohibiting single-sailor liberty.

CAPT Hunter like to pit people against each other - CO told Fuj officers that Chiefs said something negative about their leadership, that, in fact, the Chiefs did not say.

[redacted] did a lot for the boats - a lot of great things. I do not like the way CAPT Hunter handled the issues.

I have heard that [redacted] has an unduly familiar relationship with [redacted], but have not personally seen anything. I think [redacted] was not in camp, the same as [redacted], but nobody questioned Shively. To that end, the Supply Department was not like sleeping in tents like everybody else. Also, I have heard that [redacted] has two DUIs, but I am not sure.

I think the only way to fix the problems is to fire the CO. I do not think the CO will change and I do not think there is any other way to fix the problem. I also believe [redacted] has lost all respect of the Chief's Mess and needs to be relieved.

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I swear (or affirm) that the information in the statement above is true to my knowledge or belief.

[redacted]

01 FEB 13  
Date

Sworn to before me this date.

[redacted]

1 FEB 13  
Date

**Hunter, David P CAPT MAREXSECRON TWELVE, N00**

---

**From:** [REDACTED]

**Sent:** Thu 12/20/2012 18:55

**To:** Hunter, David P CAPT USN CTG-56.7 DET JEB

**Cc:**

**Subject:** CMEO Update

**Attachments:**

Good Morning CO,

I wanted to follow up with the meeting of [REDACTED] and [REDACTED]. [REDACTED] does not want to meet with regards to her prior complaints. [REDACTED] would like to close this out and move on. She never submitted a formal complaint and requested her information remain informal respectfully.

[REDACTED] on the other hand would like to meet with you discuss the situation. I am coordinating with [REDACTED] for a time in your schedule.

Thank you for your time,  
V/R,

[REDACTED]

Enclosure (6)

**SUSPECT'S RIGHTS ACKNOWLEDGEMENT/STATEMENT (See JAGMAN 0170)**

FULL NAME (ACCUSED/SUSPECT)		SSN	RATE/RANK	SERVICE (BRANCH)
[REDACTED]		(b) (6)	IT1	USN
DATE OF BIRTH			DATE OF BIRTH	
NAME (INTERVIEWER)		SSN	RATE/RANK	SERVICE (BRANCH)
[REDACTED]			LCDR/O-4	USN
SIGNATURE			BILLET	
CRG-2				
LOCATION OF INTERVIEW			TIME	DATE
Jeb Ali			1430	3 FEB 13

**RIGHTS**

I certify and acknowledge by my signature and initials set forth below that, before the interviewer requested a statement from me, he warned me that:

(1) I am suspected of having committed the following offense(s): Article 107 (False Official Statement)

(2) I have the right to remain silent; -----

(3) Any statement I do make may be used as evidence against me in trial by court-martial, -----

(4) I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both; and -----

(5) I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview. -----

**WAIVER OF RIGHTS**

I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that, -----

(1) I expressly desire to waive my right to remain silent; -----

(2) I expressly desire to make a statement; -----

(3) I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to any questioning; -----

Enclosure (69)

(4) I expressly do not desire to have such lawyer present with me during this interview; and - - -

(5) This acknowledgment and waiver of rights is made freely and voluntarily by, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.-----



SIGNATURE (ACCUSED/SUSPECT) [REDACTED]	TIME 1435	DATE 3 FEB 13
SIGNATURE (INTERVIEWER) [REDACTED]	TIME 1435	DATE 3 Feb 2013
SIGNATURE (WITNESS) [REDACTED]	TIME 1435	DATE 3 Feb 2013

The statement which appears on this page (and the following 3 page(s), all of which are signed by me), is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.



SIGNATURE (ACCUSED/SUSPECT)

WITNESS STATEMENT

[REDACTED]	[REDACTED]	[REDACTED]
Name	Rank/Rate	SSN
MSRON 12	[REDACTED]	[REDACTED]
Command	Department/Division	
Jeb Ali		
Location for next 30 days	Phone	

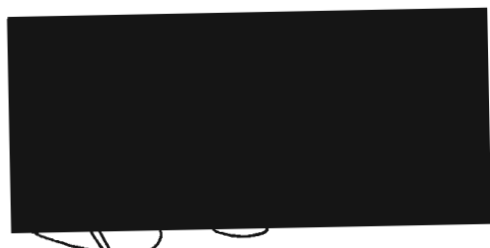
[REDACTED] approached me in Dec 2012 and told me that he wanted to make a formal CMEO complaint, three days before the meeting with the CO and [REDACTED] in his cabin. I gave [REDACTED] the 4-page formal complaint, which he then filled out. He filled it out and gave it back to me. At this time I emailed [REDACTED] at Group TWO, and I told him that I have a complaint, and I offered to let [REDACTED] have it handled at the lowest level, [REDACTED] said that that is fine ("I trust you" he said). [REDACTED] said that was just fine, just keep it in the back of your binder and if [REDACTED] is satisfied with what you do, an informal resolution, then shred it. I went and talked to the CO and told him [REDACTED] had submitted a complaint. I tried to give him the full packet with all four pages of the CMEO complaint, but the CO did not accept the paperwork I also explained that [REDACTED] agreed to let you handle this at the lowest level. The CO did not take the paperwork or read what he wrote. It was never routed up. There was no actual formal investigation instituted. I never saw any statements related to the complaint. There was never any investigating officer who talked to me. Two days later, I texted [REDACTED] to find out how he was doing, and [REDACTED] asked about being assigned a victim advocate, and I submitted a "formal complaint," and thus I should have a victim advocate. I said I was confused, I thought it was an informal complaint. He acknowledged my understanding and I said I would talk to the CO about it.

I was never aware of any IG being filed by Johal concerning this issue. Nobody ever e-mailed me or called me about that.

The CO told me he wanted to have a private meeting with the CO and [REDACTED] the next morning. This was two days after [REDACTED] had tried to make his CMEO complaint and I attempted to give the CO the 4-page complaint paperwork. There was some confusion about the time - [REDACTED] may not have gotten the word on early time for the meeting. But later the next day, the meeting was held.

Did you ask, as the CMEO, to sit in the meeting with [REDACTED]? I was never invited to the meeting, and I did not ask the CO. The CO is very upfront, and he will tell you what he wants if he wants it. I did not want to be made to feel stupid by him berating, and I did not ask him.

If someone does a formal complaint, I have to send a message out, but that was not done. I did not tell the CO we should do that. Looking back on it now, I would have perhaps treated it as a formal complaint. I was



attempting to handle this at the lowest level possible as advised within the 5354 as [REDACTED] agreed.

After the meeting, CAPT Hunter said everything was fine, he said he had a good talk with [REDACTED], and that [REDACTED] was satisfied with the talk. After the private meeting between [REDACTED] and the CO, there was never any indication or word of an investigation taking place.

Later on, maybe the next night, CAPT Hunter told me that [REDACTED] asked to have [REDACTED]'s punishment in public - CAPT Hunter said I am not bound by any instruction to do that. CAPT Hunter was asking me for advice on the matter. I agreed that the CO had no obligation to do so. He did not ask me anything about Captain's Mast.

CAPT Hunter later told me, the night of the interview that had occurred, that [REDACTED] had said in the meeting that it was a formal complaint. I told the CO that [REDACTED] wanted an informal complaint. The CO said that there must be some miscommunication. He said - (paraphrasing) I do not know where he is getting his guidance from. The CO did not tell me to call [REDACTED] and make sure. The CO did not give me any direction to do anything. The CO said that [REDACTED] was satisfied. Also that night, the CO said that the [REDACTED] had wanted to bring people in with him to the meeting, but the CO told me he wanted to meet with [REDACTED] alone. Also that night, the CO said [REDACTED] had told him he wanted a victim advocate, and the CO wrongly said that I ([REDACTED]) was his victim advocate. I told the CO he was wrong, I could not be his VA if this is a formal complaint. The CO then said call [REDACTED] and straighten it out.

I called him a week or two later about him joining the CAT team, and he did not say anything about the complaint to me at that time, and has never mentioned it again.

This was the first time I had had a formal complaint.

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PRT issue: CO's PRT - he ran it in official Navy PT gear.

About 20 personnel, to my knowledge, failed the cycle II PFA, and there about the same number of failures of for cycle I PFA.

In our command, personnel are given plenty of time to PT, in my opinion. We have 5 personnel on FEP right now.

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DEOMI Survey: The numbers and charts in the survey are generated by computer program. I do not input numbers. Personnel log on and do the survey. I looked at the pie chart and numbers related to discrimination: with the 17 indications of discrimination, it looks like there was an issue of discrimination and people were not reporting it. That said, 221 people took the survey and there were for 428 in the command. In my opinion, 7 reports and 10 non-reports of discrimination is consistent with the command

having a low chance of discrimination. For the disparity index involving the question of sexual harassment and discrimination on page 21 of the survey we were in the green on the quadrants, and on the overall unit summary, page 60 of the survey, we had a computer-generated rating of "very little chance of occurring" in regards to sexual harassment, discrimination, racist behaviors, differential command behavior towards minorities, and religious discrimination.

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CAPT Hunter never approached me or mentioned to me in the last four months anything about doing a command climate survey.

We cannot do a DEOMI survey right now because the system is not up.

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I swear (or affirm) that the information in the statement above is  
- true to my knowledge or belief.

[Redacted Signature]

3FEB13  
Date

Sworn to before me this date

[Redacted Signature]

3Feb13  
Date





forwarded on. They were not going through admin but straight to the commodore. I never got a response when I asked what executive summaries were needed so I am sending them all. I have thoroughly reviewed the command climate summary from 2012 and I agree there are discrepancies, number 5, letters a, b, c. I do not get the entire survey, I only get the executive summary. After reviewing MSRON 12 executive summary and comparing it to the overall unit summary, the language used by the command in #2a is different than the language contained in the computer generated overall unit summary. In general, if they are showing that cases are unreported, then the command doesn't know something is wrong, until the sailor anonymously sit down in front of a sailor. Almost ten percent of the command saying there is a chance of a sexual harassment or inappropriate comment cannot be relayed as "almost no chance of a sexual harassment."

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I swear (or affirm) that the information in the statement above is true to my knowledge or belief.

[Redacted Signature]

8 FEB 13  
Date

Sworn to before me this date.

[Redacted Signature]

8 FEB 13  
Date

8 Feb 13

**Summary of Interview with [REDACTED]**

On 8 Feb 13, at around 2300 EST, a phone interview was conducted with [REDACTED] of MSRON 12. The results of that interview are below:

I work in Admin in Jeb Ali. I have been in the Navy almost 10 years, active duty for 4 years.

Command Climate: Everybody is here to do job, and people make due with what they have. Everybody is always on edge – morale needs to be improved. The liberty policy recently changed, but I think it should be single-sailor liberty for health and welfare, and there should be more visible efforts by the command to make changes. I think there should be more autonomy and more power given to us as Chiefs – I do not know why things are being handled the way they are, but I think at our level we are usually not going to know.

[REDACTED] is a jokester. We have a rough relationship – I wish he was more involved in my career counselor program, but I understand he is busy.

In late-October, early Nov, at a CDB, [REDACTED] made a comment to [REDACTED] asking if his wife a terrorist and if his marriage was arranged. The comments caught me off-guard, and I thought they were inappropriate, but I looked at [REDACTED] and I was not sure whether or not he was offended. I was not sure if [REDACTED] and [REDACTED] had a joking relationship. Since then, only [REDACTED] has talked to me about it. Nobody has ever interviewed me about it, but I believe [REDACTED] may have e-mailed me about it once. I thought about reporting it to somebody, but I was not sure if [REDACTED] was offended, and was not sure if [REDACTED] and [REDACTED] had some sort of special relationship with each other.

I do not have any problems with XO. I have never had any personal issues with the CO, but I wish he would back the sailors and senior enlisted more. I think there is a lot of discord between him and other Chiefs and Officers. There was a comment made by Commodore Colman once that single sailor liberty was possible, but it seemed to stop thereafter with CAPT Hunter.

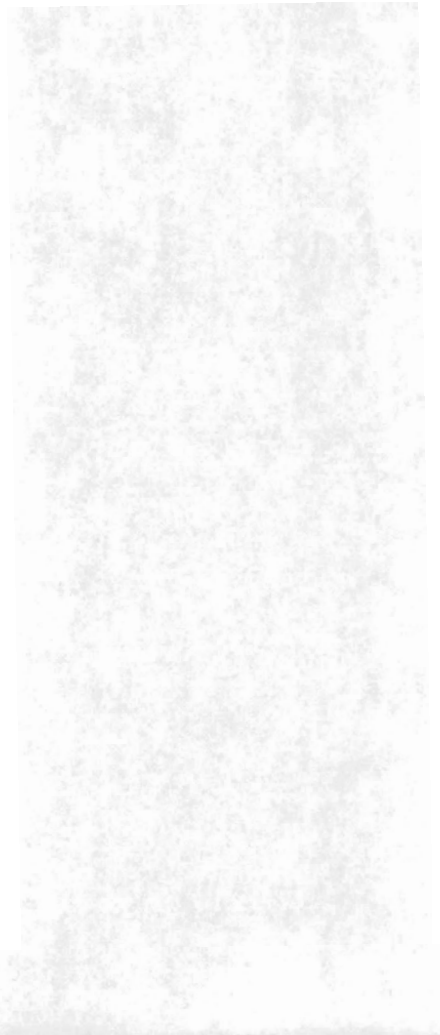
I do recall one meeting regarding liberty policy, and [REDACTED] said “I do not why I even talk – the CO is going to finish my sentence” – and there were words exchanged. I think [REDACTED] was disrespectful, but I do not have further background.

I have heard rumors about [REDACTED] having a relationship with [REDACTED]. I have never heard about them having dinner in his room – I heard they went out on liberty together.

There was an issue with travel claims being slowly paid. When we arrived in theater, essentially, Little Creek PSD was blasted with 300 paper travel claims, so it took some time. The complaint was about per diem being used to pay GTCC balances. Some sailors believed it was not authorized for their per diem to be taken to pay their government cards. However, Supply

Enclosure (12)

provided tons of documentation proving their authority to do it – also it was for the benefit of the sailor – it ensured they were not delinquent.





DEPARTMENT OF THE NAVY  
COMMANDER  
NAVY EXPEDITIONARY COMBAT COMMAND  
1575 GATOR BLVD, SUITE 150  
VIRGINIA BEACH, VA 23459-3024

4790  
Ser N43/747  
25 Jul 12

From: Commander, Navy Expeditionary Combat Command  
To: Commander, Coastal Riverine Group TWO

Subj: REPORT OF 3-M ASSESSMENT ICO MARITIME EXPEDITIONARY  
SECURITY SQUADRON (MAREXSECRO) TWELVE

Ref: (a) NAVSEAINST 4790.8B  
(b) COMUSFLTFORCOMINST 4790.3 REV B CH-4  
(c) COMNECCINST 4790.1A  
(d) COMNECCINST 4790.4

Encl: (1) 3-M Assessment Results

1. Per references (a) through (d), a 3-M Assessment of MAREXSECRO TWELVE was conducted during the period 8-10 June 2012.

2. The overall evaluation was graded At Standards.

3. Enclosure (1) provides detailed information on the results of the evaluation including issues considered deficient. The following overall unit/departmental numerical assessments are assigned:

Administration Effectiveness Review (AER)	<u>88.37%</u>
Accomplishment Confidence Factor (ACF)	<u>95.65%</u>
CSMP Validity Factor (CVF)	<u>73.73%</u>
Recorded Accomplishment Rate (RAR)	<u>84.57%</u>
Executive Effectiveness Review (EER)	<u>73.13%</u>
Overall Assessment Score	<u>83%</u>
3-M Overall Assessment	<u>At Standards *</u>

\*Above Standards (90% or greater)/At Standards (80-89.99%)/Below Standards (less than 80%)

4. Per reference (b), MAREXSECRO TWELVE is to report root cause assessments and corrective actions taken to address

Enclosure (13 Enclosure 6)