



Violence Prevention

Workplace violence is any type of violence, threat, intimidation, assault, harassment, interference, or other disruptive behavior in the workplace. It can occur at or outside the workplace and can range from threats, verbal abuse or an escalation to physical assaults. However it manifests itself, workplace violence is a growing concern for the Marine Corps.

Safety for all MACS-4 personnel is of paramount concern to the Marine Corps. I encourage all Marines, Sailors and Civilians to report all incidents and threats, perceived or otherwise, of workplace violence to their supervisor. I will investigate all violent incidents and threats, monitor trends and institute corrective actions. I will hold all supervisors accountable for maintaining a workplace free from retaliation.

VIOLENCE OR THREAT OF VIOLENCE IN THE WORKPLACE WILL NOT BE TOLERATED!

Some factors that can increase the risk of workplace violence, include:

- Exchanging money between persons.
- Working alone or in isolated areas.
- Working late at night.

As your Commanding Officer, I will not tolerate disruptive, threatening, or violent behavior in the workplace. All reports of incidents will be taken seriously, investigated, and dealt with appropriately. Leadership at all ranks needs to remain vigilant and maintain situational awareness to prevent incidents prone to escalate into disruptive or violent behavior.

If an individual makes threats of physical harm toward you, others or themselves; has a weapon; or behaves in a manner that causes you to fear for your own or another's safety, immediately notify leadership in your chain of command, the MACG-18 Chaplain, or the MACS-4 Safety Officer.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "M. D. Hicks".

Michael D. Hicks
Commanding Officer
Marine Air Control Squadron 4