



MALS-12 COMMANDING OFFICER'S POLICY LETTER ON VIOLENCE PREVENTION



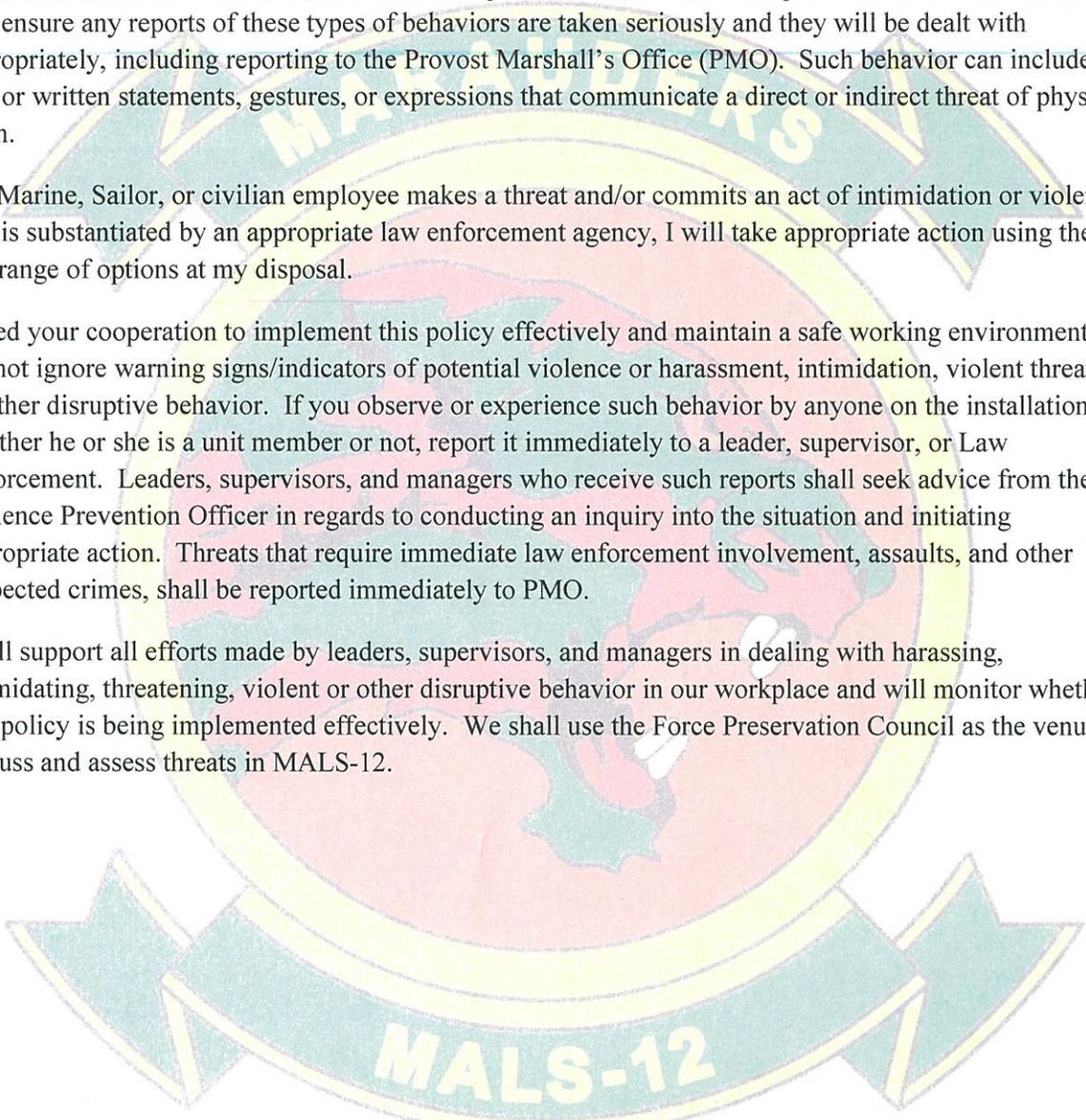
Every Marine and Sailor in this squadron has value to the Marine Corps, their friends, and family. I have an obligation to promote a safe environment for individuals in MALS-12. I am committed to working with our Marines, Sailors, and civilian employees to maintain a work environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. While this kind of conduct is not pervasive within MALS-12, no unit is immune so we must be ever vigilant.

Every organization may be affected by disruptive behavior at one time or another. Harassment, intimidation, threats of violence, and other disruptive behavior in our workplace will not be tolerated. I will ensure any reports of these types of behaviors are taken seriously and they will be dealt with appropriately, including reporting to the Provost Marshall's Office (PMO). Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

If a Marine, Sailor, or civilian employee makes a threat and/or commits an act of intimidation or violence that is substantiated by an appropriate law enforcement agency, I will take appropriate action using the full range of options at my disposal.

I need your cooperation to implement this policy effectively and maintain a safe working environment. Do not ignore warning signs/indicators of potential violence or harassment, intimidation, violent threats or other disruptive behavior. If you observe or experience such behavior by anyone on the installation, whether he or she is a unit member or not, report it immediately to a leader, supervisor, or Law Enforcement. Leaders, supervisors, and managers who receive such reports shall seek advice from the Violence Prevention Officer in regards to conducting an inquiry into the situation and initiating appropriate action. Threats that require immediate law enforcement involvement, assaults, and other suspected crimes, shall be reported immediately to PMO.

I will support all efforts made by leaders, supervisors, and managers in dealing with harassing, intimidating, threatening, violent or other disruptive behavior in our workplace and will monitor whether this policy is being implemented effectively. We shall use the Force Preservation Council as the venue to discuss and assess threats in MALS-12.



John A. Fallon

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