



VMGR-152 COMMAND POLICIES

ENDSTATE:

VMGR-152 provides a command climate that is professional, conducive to mission accomplishment, and provides the opportunity for all Marines and Sailors to honorably serve and excel. We will remain focused on mission accomplishment and combat readiness while ensuring the development, resiliency, and quality of life of all Sumos.

SAFETY and RISK MANAGEMENT: Safety is the byproduct of professionalism and common sense. Our outstanding safety record lasts only until the next incident and as Marines it is our duty to prevent the next mishap. **Every Marine in this unit has the duty and responsibility to speak up if they witness an unsafe act.** If you know

of any unsafe condition, immediately bring it to the attention of Quality Assurance, the Safety Office, or any supervisor so it can be corrected. Additionally, Marine Corps aviation is a risky business. In order to plan for and mitigate risk associated with operations, we will incorporate ORM in the execution of flying, maintenance, and liberty activities in accordance with MCO 5100.29B and MCO 3500.27C.

SEXUAL ASSAULT PREVENTION AND RESPONSE: Sexual assault is a crime that goes against our Core Values and can destroy two lives. MCO 1752.5B outlines the Marine Corps Sexual Assault Policy. **Violations of this policy will be investigated** with the full resources available **and offenders will be held accountable.** Likewise, **VICTIMS OF SEXUAL ASSAULT WILL BE GIVEN THE SUPPORT THEY NEED WITH THE FULL RESOURCES OF THIS COMMAND.** If you are aware of, or suspect that, a sexual assault has occurred it is your responsibility to report the incident. Uniformed Victim Advocates, medical personnel, Chaplains, and the installation Sexual Assault Response Coordinator are available for assistance. They will ensure that sexual assault victims get the care and treatment they need.

EQUAL OPPORTUNITY and SEXUAL HARASSMENT: MCO P5354.1D details the Marine Corps' Equal Opportunity (EO) policy. The goal for the squadron's EO program is to foster a productive work environment with no harassment or maltreatment of Marines. **Regardless of age, race, gender, religion, ethnic background, sexual orientation, or social upbringing we are all Marines** and we chose to join this service that defends our freedoms and way of life. Discrimination or harassment of any kind erodes those foundations we have sacrificed to uphold as Marines and **violations of the EO policy will not be tolerated.** Command EO representatives are available for assistance in filing a complaint or for any questions if needed.

HAZING, INITIATION and RITES OF PASSAGE: MCO 1700.28B defines hazing as any conduct whereby one military member causes another to suffer or be exposed to an activity which is cruel, abusive, humiliating, oppressive, demeaning or harmful. Actual or implied consent to these acts does not eliminate culpability of the perpetrator. **Hazing is unlawful and will not be tolerated. Once you earned the title Marine, you have passed the only initiation or rite required for this unit.** It is every Marine's responsibility to ensure that hazing does not occur in any form at any level and to make appropriate authorities aware of each violation of this policy. Extra military instruction (EMI) does not constitute hazing; however the SgtMaj and I shall be informed prior to any EMI.

CRISIS INTERVENTION and SUICIDE PREVENTION: If you know or suspect someone is hurting, and may harm him or herself, it is your obligation to act and report. **We don't leave Marines behind on the battlefield; we will not leave them behind here at home.** If you are in trouble emotionally, financially, have drug/alcohol problems, work conflicts, or relationship issues we can and will get you help. You are a member of this team and this unit, your family and your friends need you here. Do not choose a permanent solution to a temporary problem. Your chain of command, Chaplains, and fellow Marines are available for assistance 24 hours a day, 7 days a week.

Semper Fidelis,

LtCol Andrew Pushart

