



Commanding Officer, Marine Wing Support Squadron-172 Violence Prevention Policy

It is Marine Wing Support Squadron 172's policy to promote a safe environment for all Marines, sailors, and civilians. Every Marine, Sailor, and civilian must be committed to maintaining a work and living environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. While this kind of conduct or violent incidents is rare on Okinawa and across the Marine Corps, no unit is immune.

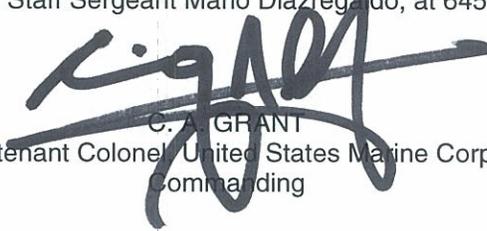


Threatening and disruptive acts have no place in our unit! Harassment, intimidation, threats, violence and other disruptive behavior in our squadron will not be tolerated; reports of any of these types of behaviors will be taken seriously and will be dealt with appropriately including reporting to Provost Marshal's Office (PMO) and/or Naval Criminal Investigative Service (NCIS). 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 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 and living environment for everyone. Do not ignore warning signs/indicators of potential violence or harassing, intimidating, violent, threatening or disruptive behavior. If you observe or experience such behavior by anyone within this squadron, report it immediately to a supervisor, PMO, or NCIS. Leaders and supervisors who receive such reports shall seek advice from the Violence Prevention Officer (VPO) for further inquiry and appropriate action. Threats that require immediate law enforcement involvement, assaults and other suspected crimes, shall be reported immediately to PMO at 645-3885/098-970-3885 or by dialing 911.

The health and safety of every member of this command is my top priority. I will support all efforts by members of this command in preventing and dealing with harassing, intimidating, threatening, violent or other disruptive behavior. If you have any questions about this policy statement, please contact the unit VPO(s), Captain Jeffrey Park and Staff Sergeant Mario Diazregalado, at 645-8787 or 645-3080.


C. J. GRANT
Lieutenant Colonel, United States Marine Corps
Commanding



Commanding Officer, Marine Wing Support Squadron-172 Equal Opportunity Policy

I am dedicated to all Marines, Sailors, and civilian employees within Marine Wing Support Squadron 172 and will ensure equal opportunity exists at all levels. An organization cannot operate effectively if there is even the slightest hint of prejudice or discrimination. I expect and charge all members of this command to treat everyone with the respect and dignity without regard to race, color, gender, or national origin. I will take prompt and vigorous action if and when deviations from this obligation are discovered. Also, I will maintain the same positive command equal opportunity climate that this regiment has been accustomed, while ensuring that complaints have legal protection from any form of reprisal.

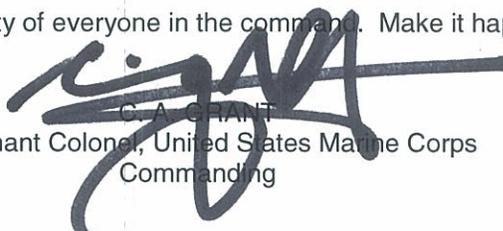


Ensuring that equal opportunity is extended to all personnel is an inherent function of leadership and is given high priority at all levels. Marines, Sailors, and civilian employees have a responsibility to create an environment of mutual respect in which all personnel can work toward mission accomplishment. Discrimination will not be tolerated in any form or at any time. I fully support an established integrated atmosphere in which all personnel strive for common goals relative to higher standards of professional excellence and self-discipline.

Any individual has the right and is encouraged to seek advice or, if need be, lodge a complaint, if they feel they have been the victim of discrimination. Additionally, whether through the Informal Resolution System or the Request Mast process, appropriate action will be taken to investigate any complaint in a prompt and timely manner.

All hands may obtain equal opportunity information and file complaints with SSgt Matthew Nunn, Equal Opportunity Representative, who stands ready to assist all companies and any individual within the command; he can be reached at matthew.w.nunn@usmc.mil or (DSN) 315-645-7700.

Equal opportunity is the responsibility of everyone in the command. Make it happen!


C. A. GRANT
Lieutenant Colonel, United States Marine Corps
Commanding



Commanding Officer, Marine Wing Support Squadron-172 Safety Policy

Mission first, safety always- this will be articulated at the onset of every operation, exercise, and training event. In the pursuit of mission accomplishment, the Marine Corps has been unparalleled in its vigor and victory against indomitable odds. The enduring courage and fearless spirit, to the point of assertiveness, has been the glory and foundation of the Corps' success. It is the preservation of personnel and our valuable warfighting assets that will assure this viability in battles to come. By prioritizing safety and minimizing risk, we can prevent injury, lost time and the needless loss of experience, while simultaneously preserving the combat assets of Marine Wing Support Squadron 172.



The incredible array of equipment and specialties within this command demands complete understanding of established procedures and regulations, as well as mature judgment and self-discipline, in order to ensure the most efficient operational execution. Leaders must be well versed in Operational Risk Management (ORM), always seeking a balance between the need for realistic training and tempered restraint when risks outweigh the gain. All members must possess a sincere desire to eliminate unnecessary risk, taking prudent precautions and making well thought out decisions to provide a safe work environment. This desire enhances rather than denigrates our combat readiness by ensuring that we are well trained and available to fight.

While I expect our safety officers and safety managers to be thoroughly familiar with the orders and to have completed formal training within 90 days of assuming a safety billet, safety is most effective when all Marines, Sailors, and civilian employees practice it on a daily basis as a matter of routine. I specifically charge all personnel, from myself to the newest Private, to understand our responsibility to one another. The moral courage required to not letting another member drink and drive, skip a step in an SOP or to wear insufficient PPE, is of the same fabric of courage that has won battles throughout the glorious history of our Corps. Whether engaged in combat or peacetime operations, whether on the job or on liberty, leaders must preserve the well-being and readiness of our personnel.

Our Safety Manager, Staff Sergeant Matthew W. Nunn, can be reached at matthew.w.nunn@usmc.mil or (DSN) 315-645-7700.

A large, stylized handwritten signature in black ink.

O. A. GRANT
Lieutenant Colonel, United States Marine Corps
Commanding



Commanding Officer, Marine Wing Support Squadron-172 Substance Abuse Policy

Substance abuse, including excessive consumption of alcohol to the point of intoxication, is a detriment to our combat readiness, discipline, morale, and is contrary to our Core Values. It destroys the health of our Marines and Sailors, their careers, and eventually their families.

If you test positive for illegal drug use you will be charged and punished under the UCMJ and expeditiously processed for separation from the Corps. Marine Wing Support Squadron 172's policy is ZERO TOLERANCE for the use, possession, trafficking or distribution of any illegal and banned substances. Prohibited substances are all forms of illegal drugs, synthetic marijuana, also known as Spice, and other synthetic substances used to induce intoxication, excitement or stupefaction of the central nervous system. Also included are all forms of non-prescribed steroids, several of which are wrongly advertised as "legal steroids" or other such body-building supplements.



All members of this command will strictly adhere to the regulations set forth in MCO 5300.17, which includes periodic urinalysis testing and random health and comfort inspections of the barracks. Additionally, smoking in any federal workplace, including inside the barracks is a violation of MCO 5100.28 and other federal regulations. Thus, smoking in the barracks or tampering with smoke detectors may be sufficient probable cause to warrant a search and request for a urinalysis.

All levels of leadership must serve as models of responsible behavior and reinforce the Marine Corps' policies on the use of illegal substances and excessive alcohol consumption. Further, we will deglamorize irresponsible alcohol consumption and prevent public intoxication incidents that undermine our Core Values and public perception.

We will ensure that non-alcoholic alternatives and food are available at all social functions, and hold those accountable who abuse alcohol and drink to intoxication. Where prevention, identification, education, and rehabilitation/treatment fail, administrative or disciplinary action must be utilized.

The Squadron Substance Abuse Control Officer (SACO), Staff Sergeant Steven Saitta is ready to aid those who need assistance. You may reach him at steven.saitta@usmc.mil or (DSN) 645- 2668.


C. A. GRANT
Lieutenant Colonel, United States Marine Corps
Commanding



Commanding Officer, Marine Wing Support Squadron-172 Environmental Policy

As members of Marine Wing Support Squadron 172 we must strive to be environmentally conscious as we carry out our day to day activities. We will take every measure necessary to protect our local environment and natural resources. Preserving our land, air and water is not only essential to the success of future operations but it is also important for sustaining a proper quality of life for our host nation, local community and military families stationed within.



We will achieve our goal by strictly adhering to the following:

- Compliance with the Japanese Environmental Governing Standards (JEGS).
- Training our personnel on Navy/Marine Corps environmental orders and directives.
- Promoting energy conservation measures throughout our work spaces and daily routines.
- Implementing recycling and waste management standard operating procedures in garrison and in field operations.
- Establishing Site Specific Spill Plans (SSSP) for our facilities and conducting spill response training. This is crucial in preparing us to quickly contain and respond to potential Hazmat spills.
- Proper management of our Hazardous Waste Accumulation Points (HWAP) and waste streams.

Our commitment to preserving our local environment and resources is in keeping with our core values. We will set the standard by diligently adhering to environmental laws and regulation while carrying out our mission.

My Environmental Manager, First Lieutenant Iva Chamness can be reached at iva.chamness@usmc.mil or (DSN) 315 645-2315.


C. A. GRANT
Lieutenant Colonel, United States Marine Corps
Commanding



Commanding Officer, Marine Wing Support Squadron-172 Hazing Policy

All members of Marine Wing Support Squadron 172 have earned the title of either Marine or Sailor. There are no additional initiations or rites of passage to be a member of this organization.

Hazing is defined as any conduct whereby one military member, regardless of Service or rank, causes another military member, regardless of Service or rank, to suffer or be exposed to an activity that is cruel, abusive, humiliating, or oppressive. Hazing includes, but is not limited to, any form of initiation or congratulatory act that involves physically striking another to inflict pain, piercing another's skin in any manner, verbally berating another, encouraging another to excessively consume alcohol, or encouraging another to engage in illegal, harmful, demeaning or dangerous acts. Soliciting or coercing another to participate in any such activity is also considered hazing. Hazing need not involve physical contact among or between military members; it can be verbal or psychological in nature.



Hazing neither cultivates a shared pride nor brings units together. Instead, it degrades, embarrasses and often physically harms Marines and Sailors. In some cases, hazing incidents have killed service members.

It is unacceptable to allow, condone, observe or willingly participate in hazing or any rite of passage. Furthermore, it is each individual's responsibility to immediately stop and report any action that degrades or otherwise places a Marine or Sailor at odds with what we come to expect regarding our core values of honor, courage and commitment.

Any incident involving suspected hazing will get my immediate attention. Substantiated incidents will lead to administrative or punitive proceedings under the UCMJ.

Actual or implied consent to hazing is still a violation of the UCMJ.

Your duty is to stop and report hazing.


C. A. GRANT
Lieutenant Colonel, United States Marine Corps
Commanding