



MACS-4 Commanding Officer

Policy on Violence Prevention



Protecting our personnel and their families from violence or the threat of violence is critical to MACS-4's readiness and ability to accomplish its mission. Leaders who care about their Marines, care for the welfare and safety of their Marines and families. Marines must take action early, do the right thing, and set the example for others to follow. Violence prevention begins with evaluating warning signs/indicators of potential violence and sharing information to enable leaders to make informed decisions regarding inappropriate behaviors, threats, and violence. **No unit is immune, and preventing violence early is imperative.**

I need your help in implementing the Violence Prevention Program and maintaining an environment free from violence. Specifically, do not ignore warning signs of potential violence or harassing, intimidating, or threatening behavior. MCO 5580.3 contains a detailed list of the warning signs and indicators of violent behavior, and Marines and Sailors need to be familiar with them. I task all leaders to be aware of warning signs/indicators of harassment, intimidation, threats of violence, and other disruptive behavior in order to prevent violence.

If you observe or experience such behavior by anyone, whether he or she is a unit member or not, report it immediately. Harassment, intimidation, threats, violence, and other disruptive behavior in our workplace will not be tolerated. Report threats that require immediate law enforcement involvement to the Provost Marshall's Office (PMO) immediately, dial 911 on-base or 098-911-1911 off-base.

When in doubt, seek advice from the chain of command, the Violence Prevention Officer (VPO), or trusted mentors: Any reports of these types of behavior will be taken seriously and dealt with appropriately, using the full range of options at my disposal. I will support efforts made by leaders to deal with violent, harassing, intimidating, threatening, or other disruptive behavior in our squadron and will continue to monitor whether this policy is being implemented effectively.



J. G. KOLB

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