



MALS-12 COMBINED POLICY STATEMENT



Our Mission at Marine Aviation Logistics Squadron (MALS) 12 is to provide aviation logistics support, guidance, and direction to Marine Aircraft Group (MAG) 12 squadrons on behalf of the MAG Commanding Officer, as well as provide logistics support for Navy-funded equipment in support of Marine Wing Support Squadron (MWSS), Marine Air Control Squadron (MACS), and Marine Aircraft Wing/Mobile Calibration Complex (MAW/MCC).

Prohibited Activities and Conduct (PAC). People are the Marine Corps' most valuable asset. All members of MALS-12 must be afforded an equal opportunity to achieve their fullest potential based solely upon their individual merit, fitness, intellect, and ability. Actions such as harassment, hazing, and unlawful discrimination are contrary to our core values and will not be tolerated at any level. Leaders, it is your responsibility to set the example and hold Marines and Sailors accountable when they fall short.

Sexual Assault Prevention and Response (SAPR). Sexual assault will not be tolerated. It is a crime that erodes unit cohesion, obstructs unit readiness, and contradicts Marine Corps core values. No matter the reporting avenue, restricted or unrestricted, victims will be treated with respect and dignity; will know they have a reasonable expectation of privacy; and will be provided access to all available resources. Every member of MALS-12 must be aware of what actions constitute sexual assault, the consequences of such a crime, and possess the necessary tools to prevent, act, and report appropriately when witnessing situations or behaviors likely to result in sexual assault. Look out for each other and actively prevent our fellow Marines and Sailors from being victimized.

Equal Employment Opportunity (EEO). MALS-12 is committed to a culture of respect in which EEO is not only the law, but is recognized as the foundation for an environment where everyone is valued, understood, and included. Equal employment opportunity covers all personnel/employment programs, management practices, and decisions including but not limited to merit promotion, transfer, reassignments, training and career development, benefits, retention, and separation. All Marines and Sailors will have the freedom to compete on a fair and level playing field with equal opportunity for competition. Unlawful discrimination, harassment, sexual harassment, and reprisal will not be tolerated. If any Marauder believes that they have been a victim of one of the aforementioned acts, contact the EEO Office.

Safety. Safety is everyone's responsibility. The Marauder Family must collectively create a culture in which there is a deliberate application of risk management procedures for the planning and conduct of day-to-day operations, training, and off-duty activities. We will maintain and support an aggressive safety program to preserve and protect personnel, facilities, and equipment. As a force preservation component, safety not only applies to the activities we participate in, but must also be a key component to how we take care of and look out for each other. Leaders must be proactive at all levels in order to identify and mitigate stressors that affect the daily lives and performance of Marines and Sailors. We will eliminate needless injuries and fatalities by enforcing risk management procedures for both on and off-duty activities.

Unit, Personnel, and Family Readiness Program (UPFRP). The strength, resiliency, and readiness of the force starts with our families – which is my priority. Our program empowers our Marines, Sailors, and family members by giving them opportunities to thrive while taking on the challenges of the military lifestyle.

Semper Fidelis,


W. M. RAINES


M. B. DUTCHIN