



VMFA-121

Commander’s Policy Statements

Prohibited Activities and Conduct (PAC)

MCO 5354.1G states all Marines and Sailors will treat each other with dignity, care, and respect. It addresses how we will respond to situations where individuals neglect to do so. The following topics are discussed within this order:

Equal Opportunity: It is imperative that ALL individuals can work and excel every day in an environment free of discrimination, harassment, and prohibited activities. **These harmful actions will not be tolerated.** We are one team fighting for the same mission. The following methods do not eliminate small unit leadership responsibilities, however service members may use the resolution methods described below:

- **Informal method:** Uses the Commander-Directed Conflict Management process which gives the parties involved an opportunity to seek resolution at the lowest level. It should not be used for alleged severe and pervasive behaviors that are contrary to good order and discipline.
- **Formal method:** Uses the Commander-Directed Complaint Resolution process with the NAVMC Form 11512. Any personnel in VMFA-121 who receives a NAVMC Form 11512 requesting commander-directed resolution will immediately forward the form to the Commander or Senior Enlisted Leader.
- EO is everyone’s responsibility. Anyone who witnesses discrimination has the responsibility to address, correct or report this type of behavior immediately.
- Should you need more information or further guidance with respect to prohibited activities and conduct discrimination, meet with the squadron, MAG-12, or MCAS Iwakuni **Equal Opportunity Coordinator** or **Equal Opportunity Advisor**.
- **We will treat each other with dignity and respect.** I will investigate instances of prohibited conduct and deal with them in accordance with Marine Corps policy. All complaints will be handled in a manner to protect privacy, provide feedback, and preclude reprisal.

Sexual Harassment: No Marine or Sailor needs to deal with harassment, sexual or otherwise. It will not be tolerated on or off duty. Any allegation of sexual harassment will be taken seriously, investigated, and subsequently prosecuted under the UCMJ. Sexual harassment is defined as one or a series of incidents involving unsolicited and unwelcome sexual advances, requests for sexual favors or other verbal/physical conduct of a sexual nature. Sexual harassment includes:

- Unwelcome sexual advances (verbal, written, or physical)
- Requests or demands for sexual favors
- Any other type of sexually oriented conduct
- Verbal abuse or jokes that are sex oriented

Marines and Sailors of MAG-12 are responsible for:

- Personally ensuring their behavior is not contrary to this policy
- Investigating every formal, verbal or written, complaint of sexual harassment
- Taking swift and appropriate remedial measures to respond to any substantiated allegations of sexual harassment

Social Media: These interactive technologies have positive aspects to share and express ideas and interests. However, every action you take provides these companies with data. Commenting, liking a post, or even hovering over a photo while scrolling is catalogued, aggregated, utilized, and sold. **The data you create is used to create a custom profile of YOU that will exist indefinitely.** There are benefits to stay connected and feel like part of a community, but improperly using social media can lead to negative consequences. You must remember to use your best judgement at all times and keep in mind how the content of your digital interactions reflect upon you, VMFA-121, and the Marine Corps. Technology also changes more rapidly than we can create or interpret written guidance, so err on the side of professionalism when posting content. I will not tolerate inappropriate posts or harassment in the digital world and I will punish transgressions under the UCMJ. More information on best practices can be found in the U.S. Marine Corps Social Media Handbook. As a baseline:

- Release authority for all official social media resides with the Commander.
- Do not violate Operational Security (squadron activities, locations, personnel, mission, etc...)
- The Federal Acquisition Regulation prohibits the use of official unit names, symbols, or likenesses in media to advertise, promote or endorse the sale of products or services.

Hazing: The only “right of passage” for Marines is boot camp or Officer Candidate School. Every Marine and Sailor is tasked to ensure that hazing does not occur, in any form, at any level of command. Hazing is contrary to our core values of Honor, Courage, and Commitment and is prejudicial to good order and discipline. At its core, hazing creates an environment of fear and reprisal and destroys the teamwork, combat readiness, trust, and confidence central to unit cohesion. All hazing allegations will be investigated in accordance with JAGINST 5800.7F. *Examples of hazing are as follows:*

- Physically striking another to inflict pain outside of a supervised training exercise
- Piercing another’s skin in any manner (such as "pinning" or "tacking on")
- Verbally berating another for the sole purpose of belittling or humiliating
- Encouraging another to excessively consume alcohol or engage in illegal, harmful, demeaning or dangerous acts
- Playing abusive or ridiculous tricks
- Threatening, offering violence, or bodily harm to another
- Requiring excessive physical exercise beyond what is required to meet standards

Any Marine, regardless of rank, should take action to stop suspected hazing and report it to the chain of command.

Suicide Prevention

Every Marine and Sailor is critical to mission success. In order to accomplish that mission, we need everyone to be psychologically, spiritually, socially, and physically fit. If life degrades to the point that an individual is considering hurting themselves, we have ways to help. Step one is knowledge of the problem. Every member of VMFA-121 should be implementing peer-to-peer leadership. Whenever any Marine or Sailor is in distress due to a relationship stressor, stress injury, financial crisis or combat experience, it is the responsibility of everyone to get that individual help. MCAS Iwakuni has a wide variety of resources available:

- Chaplain (x7556 or always on duty @ 080-6612-9244)
- Military and Family Life Counselors (Veterans Crisis: 1-844-702-5493 or Text 838255)
- Medical
- Hotlines (DSTRESS: 1-877-476-7734; USMC: 1-800-273-8255)

Be proactive in addressing problems early. Don’t let a bad situation fester to the point of self-inflicting harm. **There is no shame in getting help.**

Family Readiness

The profession of arms is challenging for servicemembers and families. We draw our daily strength from our families and their support allows VMFA-121 to deploy at any moment in pursuit of our nation’s national security objectives. **When not deployed, afford your Green Knights the opportunity to give time to their families for big and small events.** We must “fill

up the bucket” with families because we will need to draw on that reserve in the future. I will use our Command Team and Deployment/Uniformed Readiness Coordinators (DRC/URC) to assist Green Knight in taking care of their families. Here are some of their responsibilities: the organization and support of the Unit Family Readiness Program, the facilitation of family readiness activities and life skills training, the promotion of family readiness through education, events, and activities, providing Marine and Sailor families access to the tools needed to achieve and maintain their personal family readiness, and ensuring open, accessible communications between family members, Marines, Sailors, and the family readiness team.

Sexual Assault

Sexual Assault is a crime that has no place in our Marine Corps. It is not particular to any spousal relationship, gender, race, or age, and is defined as intentional sexual contact characterized by the use of force, threats, intimidation or abuse of authority, or when the victim does not or cannot consent. These activities will not be tolerated and will be prosecuted to the maximum extent of the UCMJ. In the event an assault occurs, there are two methods of reporting the incident:

1. **Unrestricted reporting** allows a individual to receive advocacy, medical, counseling, legal services, command support and *an official law enforcement investigation*. They may also request a No Contact Order, Military Protective Order, and/or an expedited transfer. Unrestricted reports can be initiated with a Sexual Assault Response Coordinator (SARC), Sexual Assault Prevention and Response (SAPR) Victim Advocate (VA), or by contacting law enforcement authorities or command.
2. **Restricted reporting** allows individuals to receive advocacy, medical, counseling, and legal services. Restricted reports are confidential and can only be made to a SARC, SAPR VA, or a healthcare provider.

Expanded Eligibility to File Restricted Reports: Allows a victim to file a Restricted Report by DoDI 6495.02, volume 1 even if they (a) disclosed the sexual assault to their chain of command, or (b) there is an ongoing MCIO investigation by a 3rd party and not due to the victim’s disclosure, or (c) the MCIO investigation has been closed.

Victims of sexual assault will be treated with sensitivity, decency, and respect. Victims will have full access to advocacy, medical, counseling, and legal services to empower them with their own support and needs. Care will be given to ensure the identity of a victim is released only to those who need-to-know (e.g. the unit commander, PMO, or NCIS). **Victim safety is paramount at all times** and all necessary steps will be taken to uphold confidentiality. Those who report must feel confident that their personal safety will be protected and that they will not be re-victimized by the organization. While there is no “normal” reaction to sexual assault, its effects range from psychological, emotional, and physical, and may be brief or long in duration. The SAPR is here to help. Talking to a trusted professional can be an important first step in the healing process. The MCAS Iwakuni 24/7 Support Line can be reached at 080-5865-3566 or 255-HOPE (4673).

Substance Assessment and Counseling Program

Substance abuse, legal or illegal, destroys one’s psychological and physical readiness. It will eventually destroy your personal and professional life if unrecognized or untreated. Further, it yields undue stress and could potentially endanger your family and your fellow Marines and Sailors. It is incumbent on each of us to look out for signs of substance abuse in fellow teammates and to get them the help they need. Counselors and services are standing by to help, 24/7.

Alcohol abuse and the distribution, possession, use, and trafficking of illegal drugs or drug paraphernalia is contrary to effective performance and the Marine Corps mission. This will not be tolerated. Alcohol and drug offenses must and will be dealt with swiftly and effectively.

The wrongful use, possession, manufacture, distribution or introduction onto a military installation, vessel, vehicle or aircraft used by or under the control of the armed forces by any service member, of a controlled substance analogue, a designer drug, of natural substances (e.g. fungi), chemicals (e.g. chemicals wrongfully used as inhalants), propellants, prescribed or over-the-counter drugs, or pharmaceutical compounds with the intent to induce intoxication, excitement, or stupefaction of their own central nervous system, or that of another, is prohibited.

The world of designer drugs and the improper use of over-the-counter medications are constantly evolving. Be aware of this. Do not experiment. Get the truth from our Substance Assessment Coordination Officer and Flight Surgeons. If it doesn’t seem right, it most likely isn’t.

Thank you for your professionalism and hard work. It does not go unnoticed. We are all in this together as one TEAM. Protect what you’ve earned and Protect the Patch!

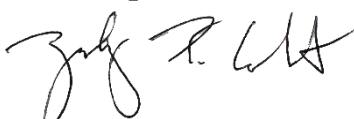
Fraternization

Green Knights are Marines and Sailors of many ranks and levels of authority. This should not dissuade us from interacting in a social manner, both on and off duty. Breaking bread, sharing a toast, or talking about our hobbies over a cup of coffee are encouraged and necessary to foster strong relationships. However, we must not blur the lines between leader and subordinate. **Fraternization is a personal relationship between dissimilar ranks that is unduly familiar and does not respect differences in grade or rank.**

Examples of such personal relationships include intimate/sexual relations, favoritism, dating, or close personal friendships. **These relationships detract from good order and discipline and bring discredit to the Marine Corps.** They tear at the fabric our units are built upon. Perception is often reality in fraternization cases, so if it appears as though fraternization occurred, then it likely has - and the relationship must be reevaluated, as fraternization is punishable under the UCMJ. Fraternization shows undue favoritism, bias, and hurts the trust and resilience built in our squadron. It undermines the sacred relationship between leader and follower, or mentor and pupil, and cannot exist in an effective combat unit like VMFA-121. If you suspect an instance of fraternization, then inform your chain of command directly or file an ANY KNIGHT comment so that the Commander is aware and can take appropriate action.

Adhering to these standards and policies are what you signed up for when you swore your oath of enlistment or office. They are critical to the Green Knights being combat effective when the United States needs our service.

Semper Fidelis,



Zachary K. Everhart
Commanding Officer

