



## Marine Aerial Refueler Transport Squadron 152 Commanding Officer's Policy Statement: Violence Prevention Policy

**ENDSTATE:** We will provide a command climate that stands ready to support our mission through the hard work, determination and **professionalism** of our Sumos. We will provide you the opportunity to honorably serve and excel within an environment focused on the development, resiliency, and quality of life for **all** Sumos.

It is my responsibility to provide and promote a safe environment for every Marine and Sailor within VMGR-152. We are committed to working with our Marines and Sailors to maintain a work environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. While this kind of conduct is not pervasive within our unit, no unit is immune.

Our organization may be affected by disruptive behavior at one time or another. Harassment, intimidation, threats, violence and other disruptive behavior in our workplace **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). Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

If a Marine or Sailor 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 environment. Do not be an innocent bystander or ignore warning signs/indicators of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. If you observe or experience such behavior by anyone on the installation, whether he or she is a Sumo or not, report it immediately to an officer, SNCO, NCO, PMO or NCIS. All Sumo leaders receiving such reports shall seek advice from the Violence Prevention Officer (VPO) at 255-2176 regarding conducting an inquiry into the situation and initiating appropriate action.

Threats that require immediate law enforcement involvement, assaults and other suspected crimes, shall be reported immediately to PMO at 253-3303 or 911.

I will support all efforts made by Sumo leaders in dealing with harassing, intimidating, threatening, violent or other disruptive behavior in our squadron and will monitor whether this policy is being implemented effectively. **Leadership** is the key to violence prevention. As Sumo leaders we are responsible for creating a culture that discourages unlawful violence and encourages increased reporting of warning signs and indicators of potential violence. Together we will continue to maintain the "Sumo Standard" and continue VMGR-152's legacy of success

  
C. T. KOCAB  
Commanding Officer