



Marine Aerial Refueler Transport Squadron 152 Violence Prevention Policy

Commander's Intent:

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. Any reports of this type of behavior will be taken seriously, referred to Provost Marshal's Office (PMO) as required, and will be dealt with appropriately. 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, which 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 continued cooperation to enforce this policy to ensure we provide a safe working environment for all. Do not be a 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 or not he or she is a Sumo, report it immediately to your chain-of-command, 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 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.

As a community, we rely on every Sumo to be ready to fight and it is our responsibility to ensure that we cultivate an environment free from threatening behavior as it is vital to our mission accomplishment, camaraderie, and our combat readiness. Stay Sumo strong!

Semper Fidelis

J. M. PALMER

Lieutenant Colonel, United States Marine Corps