

VMGR-152 COMMAND POLICIES



ENDSTATE:

VMGR-152 provides a command climate that is professional, conducive to mission accomplishment, and provides the opportunity for all Marines and Sailors to honorably serve and excel. We will remain focused on mission accomplishment and combat readiness while ensuring the development, resiliency, and quality of life of all Sumos.

SAFETY and RISK MANAGEMENT: Safety is the byproduct of professionalism and common sense. Our outstanding safety record lasts only until the next incident. As Marines, it is our duty to prevent the next mishap. Every Marine in this unit has the duty and responsibility to speak up if they witness an unsafe act. **LOOK OUT FOR**

YOUR FELLOW MARINES. If you know of any unsafe condition, immediately bring it to the attention of Quality Assurance, the Safety Office, or a supervisor. Marine Corps aviation is inherently a risky business. In order to plan for and mitigate risk associated with operations, we will incorporate ORM in the execution of flying, maintenance, and liberty activities in accordance with MCO 5100.29B and MCO 3500.27C.

SEXUAL ASSAULT PREVENTION AND RESPONSE: Sexual assault is a crime that goes against our Core Values and can destroy two lives. MCO 1752.5B outlines the Marine Corps Sexual Assault Policy. Violations of this policy will be investigated with the full resources available and offenders **WILL** be held accountable. Likewise, victims of sexual assault will be given the support they need with the full resources of this command. If you are aware of, or suspect that a sexual assault has occurred, it is your responsibility to report the incident. Sexual assault is detrimental to unit cohesion and will not be tolerated. Uniformed Victim Advocates, medical personnel, Chaplains, and the installation Sexual Assault Response Coordinator are available for assistance. They and the command will ensure that sexual assault victims get the care and treatment required.

EQUAL OPPORTUNITY and SEXUAL HARASSMENT: MCO P5354.1D details the Marine Corps' Equal Opportunity (EO) policy. The goal for the squadron's EO program is to foster a productive work environment with no harassment or maltreatment of Marines. Regardless of age, race, gender, religion, ethnic background, sexual orientation or social upbringing, Marines fight side-by-side to accomplish the mission. We are all Marines and we chose to join this service that defends our freedoms and way of life. Discrimination or harassment of any kind erodes those foundations we have sacrificed to uphold as Marines and violations of the EO policy will not be tolerated. Command EO representatives are available for assistance in filing a complaint.

HAZING, INITIATION and RITES OF PASSAGE: MCO 1700.28B defines hazing as any conduct whereby one military member causes another to suffer or be exposed to an activity which is cruel, abusive, humiliating, oppressive, demeaning or harmful. Actual or implied consent to these acts does not eliminate culpability of the perpetrator. **HAZING IS UNLAWFUL, WILL NOT BE TOLERATED, AND VIOLATORS WILL BE HELD ACCOUNTABLE ACCORDING TO THE UCMJ.** Once you earned the title Marine, you have passed the only initiation or rite required. It is every Marine's responsibility to ensure that hazing does not occur in any form, at any level, and to make appropriate authorities aware of each violation of this policy.

CRISIS INTERVENTION and SUICIDE PREVENTION: If you know or suspect someone is hurting, and may harm themselves, it is your obligation to act and report. Broken hearts will heal, bankruptcy can be overcome, and drug or alcohol abuse can be treated. Death **CANNOT** be undone. If you are in trouble emotionally, financially, have work issues, addiction problems or relationship issues, we will get you help. You are our primary focus and as a needed member of this team, do not choose a permanent solution to a temporary problem. Your chain of command, mental health providers, Chaplains, MCCS and Military Family Life counselors, and your fellow Marines are available for assistance 24 hours a day, 7 days a week. Reach out, we are here for you.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "Mitchell T. Maury".

Lieutenant Colonel Mitchell T. Maury "Swede"

