



HMLA-367

Violence Prevention Policy

Reference: MCO 5580.3



As your Commander, it is my responsibility to promote a safe environment for everyone assigned to HMLA-367. I am committed to maintaining a work environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. This kind of behavior in our workplace will not be tolerated. While this kind of conduct is not pervasive within our squadron, no unit is immune. Every organization may be affected by disruptive behavior at one time or another.

Violence prevention begins with evaluating warning signs and indicators of potential violence and sharing information to enable leaders to make informed decisions regarding inappropriate behaviors, threats, and violence. Leadership is the key to violence prevention. Through leadership, we create a culture that discourages unlawful violence and encourages increased reporting of warning signs and indicators of potential violence.

I need your cooperation to implement this policy effectively and maintain a safe working environment. Do not ignore warning signs and indicators of potential violence or other harassing, intimidating, threatening, or other disruptive behaviors. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. MCO 5580.3 contains a detailed list of the warning signs and indicators of violent behavior, and I encourage all Marines to become familiar with them.

If you observe or experience such behavior by anyone, whether a unit member or not, report it immediately to your chain of command or the Military Police. Threats that require immediate law enforcement involvement shall be reported immediately to PMO at (808) 257-2123/24 or 911.

I will support all efforts made by leaders, supervisors, and managers in dealing with harassing, intimidating, threatening, violent or other disruptive behavior in our workplace.

All reports will be taken seriously and will be dealt with appropriately.

**Lieutenant Colonel Page Payne, USMC
Commanding Officer, Marine Light Attack Helicopter Squadron 367**