

## VMM-363 Policy Statements



The Lucky Red Lions are a world class organization with tradition and heritage. Whether at work, in our community or representing our service and nation around the world, each one of us has the right for an equal opportunity to succeed and excel. It is our duty as Marines and Sailors and our privilege as Red Lions to do that together.

**Safety:** Safety is paramount to mission success and must be a part of our culture. From the moment we plan for any mission, safety will be incorporated. A culture of accurate, timely and educated safety decisions by all is the standard for our unit. We will highlight what we do right and professionally and tactfully correct when needed. Regardless of rank, billet, or experience, you have the power to ensure safety is paramount. We will accept challenging and difficult missions by assessing the risk and together with our experience and expertise, accept no unnecessary risk in pursuit of excellence.

**Sexual Assault:** Sexual assault and unwanted sexual contact is a CRIME, and will not be tolerated, period! The Lucky Red Lions are special, we are a family, and we are professionals. This type of crime will devastate the victim, the unit, and our honor. Every member of The Pride deserves to work and serve in an environment free of this despicable behavior. It is every Marine and Sailor's duty and moral obligation to prevent, stop, and report any potential sexual assault or unwanted sexual contact. Victims of sexual assault will be treated honorably and with respect. Uniform Victim Advocates, Chaplains, and support services will be available 24/7, in any location that we serve.

**Alcohol and Substance Abuse:** Alcohol abuse and misuse is historically the cause of most discipline problems and legal cases in a unit. It contributes to sexual assault, harassment and prohibited activities. You are responsible for your actions at all times regardless of any state or degree of inebriation. Illegal drugs and substances are just that; illegal. Their possession and use are a crime. If you have a problem with these substances, get help. Ask for help. The Red Lion Ohana holds the standard and lifts up those that need help to get there.

**Equal Opportunity:** We are The Pride, and we uplift and take care of our own. Every member of our unit deserves respect and dignity in every interaction, every day and is entitled to reach their fullest potential; free from discrimination or bias that is based on race, religion, gender, age, sexual orientation, or national origin. Discrimination of any kind, via any medium or means will not be tolerated.

**Suicide Prevention:** It is incumbent on all of us to be versed in the signs and behaviors of someone who is at a heightened risk of suicide or self-harm. Knowing our Marines and Sailors beyond the MOS could be the difference between life and a life lost. Know what to do, who to tell and how to help. You are the difference. No matter how difficult life, task, challenge or hurdle, our unit and our service are better with you as a part of it. We will take a whole unit and service approach to supporting those in need. No one is ever alone.

**Prohibited Activities and Conduct:** Harassment, Hazing, Bullying, Ostracism, Retaliation, Distribution of Intimate Images and Supremacist Activity will not be tolerated. Even the perception of these in a shop or unit will erode any accolades and successes. There is zero tolerance for any of these activities. We will treat everyone, in every interaction with dignity and respect. Our behavior and conduct have lasting impacts for all the Marines, Sailors and family members of The Pride. Ensure your actions are beyond reproach and strive to be the leader and Pride member for all to emulate.

Semper Fidelis

A handwritten signature in black ink, appearing to read 'G. Blumenfeld'.

Geoffrey T. Blumenfeld

Lieutenant Colonel, U.S. Marine Corps

Commanding Officer