



## **VMU-3 Phantoms Policy on Policies 12 June 2020**



***For we serve in a Corps with no institutional confusion about our purpose:  
To Fight! To Fight Well!***

### Prohibited Activities Policy

All members of the VMU-3 family, whether Marine, Sailor, or civilian, will be treated with respect at all times. SgtMaj Garcia and I respect you and it is our intent that you respect one another. Our mission, "**To Fight! To fight well!**" requires cooperation amongst all members of the Phantoms; we cannot afford to be distracted by the negativity associated with any prohibited activity. To be able **to fight... to fight well** requires that we support one another and treat each other with fairness, dignity, and respect.

Marine Corps Order 5354.1E with administrative change implements DoD and DON policies on equal opportunity and has consolidated the following Marine Corps policies on prohibited activities:

- Harassment to include sexual harassment
- Unlawful discrimination or abuse (hazing, bullying, ostracism, retaliation)
- Wrongful distribution or broadcasting of intimate images
- Certain dissident and protest activity (to include supremacist activity).

We need for all Phantoms to be vigilant. Look out for the Marine or Sailor beside you and put a stop to prohibited activity.

Those suspected of violating this policy will be afforded their right to due process, but if found guilty will be held accountable for their actions.

Our intent is that you treat your fellow Marine as they wish to be treated – with dignity and respect always.

If you witness behavior that is not in accordance with what we know is right, we expect you to step in immediately and stop it. If you are the victim, report the incident immediately to your chain-of-command, Equal Opportunity Representative, or Inspector General.

### Violence Prevention Policy

If we allow violence to infiltrate our unit and manifest itself in the form of peer on peer attacks, workplace violence, domestic violence, or insider threats, we severely weaken the Phantoms' abilities **To Fight... To Fight Well!** We cannot allow this type of conduct to disrupt our unit – it will not be tolerated. We need everyone's help to ensure our unit remains free of this type of inappropriate behavior including physical violence, verbal threats, intimidation, and harassment.

The violence prevention program is anchored in awareness. We need all Marines and Sailors up and down the chain of command to know their Marines and include violence prevention in our Force Preservation Council process. Do not ignore warning signs or indicators of potential violence, harassment, intimidation, violence, threats, or other disruptive behavior. If you observe or experience such behavior by anyone on the installation, whether he or she is a Phantom member or not, report it immediately to the chain-of-command and appropriate authorities. Marine Corps Order 5580.3 provides the necessary guidance regarding violence prevention. If you have any questions about the MCO or the Phantom policy, contact the VMU-3 violence prevention officer (XO).

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Sexual Assault Prevention and Response Policy

**Sexual assault is a crime that is incompatible with our values and will not be tolerated!** It is destructive to unit cohesion and the ties that bind all of us together as brothers and sisters in arms. Effectively, it destroys our ability ***"To Fight! To Fight Well!"*** Per the Marine Corps Order on the Sexual Assault Prevention and Response (SAPR) Program (MCO 1752.5C), Marines suspected of committing a sexual assault will be adjudicated by the next O-6 level commanding officer in the chain of command. Sexual assault is counter to everything that we stand for. To eliminate it from our ranks, we need the concerted effort of every Marine and Sailor in this command. Every Phantom is obligated to execute aggressive prevention of sexual assault through active engagement and immediate intervention. Every Phantom is also encouraged to report in a timely manner, as appropriate, in accordance with MCO 1752.5C.

MCO 1752.5C provides the necessary guidance as it pertains to sexual assault in our Marine Corps and clearly defines the nature of the offense. To be clear, it is not simply limited to the heinous acts of rape or forcible sodomy, but includes the use of force, threats, intimidation, or abuse of power in the execution of intentional sexual contact. When the victim does not or cannot consent, it is sexual assault. It is your responsibility to know if you have consent. Unwanted sexual contact that is aggravated, abusive, or wrongful is sexual assault. Attempting to commit such acts is egregious and not only violates the established policy, but violates the code of conduct required of us, codified through our Core Values of Honor, Courage, and Commitment.

We will combat this crime by continuing to bolster our prevention efforts through presence, education, cultivating respectful climates and prevention-focused leadership. We will support the victims and be vigilant with a bias for action. I encourage sexual assault victims to make complete, Unrestricted Reports in order to ensure that perpetrators are held accountable and victims get the care and counseling that they deserve. An unrestricted report allows a sexual assault victim to disclose, without requesting confidentiality or restricted reporting, that he or she is the victim of a sexual assault. Under these circumstances, the victim's report is reported to law enforcement and may be used to initiate the official investigative process. Victims also have the option of making a restricted report. A restricted report allows the sexual assault victim to confidentially disclose the assault to specified individuals (SARC, UVA, and healthcare personnel), and receive medical treatment/counseling, without triggering an official investigation. These efforts will ensure individual safety and enhance our unit performance. The Phantom Uniformed Victim Advocates (UVAs) provide comprehensive assistance and support to victims of sexual assault. SAPR UVAs are the command's sexual assault resource and a victim's first line of support. Know who your UVAs are.

Someone who believes they are the victim of sexual assault is recommended to contact any Phantom UVA or the SAPR helpline for assistance. Marines and Sailors who have knowledge of a sexual assault should also speak with a UVA. Finally, it is unacceptable to be a bystander and not intervene in a situation that clearly places a fellow Marine or Sailor at risk.

Victims of sexual assault will be supported and treated properly, with dignity and respect. Victims will have the opportunity to receive treatment, advocacy, and support throughout the process. There will be no reprisal, retaliation, or coercion against victims or applied prejudice. It is the responsibility of every Phantom to treat victims of sexual assault with dignity, sensitivity, fairly, and without prejudice. Do not participate in any discussions that contribute to rumor or speculation.

We need for all Marines and Sailors to work aggressively to eradicate this plague from our Corps. We need your constant presence of leadership at all levels and constant personal integrity within all hands of VMU-3. The Phantoms deserve nothing less than complete commitment to this effort.

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### Substance Abuse Policy

Substance abuse detrimentally impacts our ability "**To Fight! To Fight Well!**" It is unacceptable and will not be tolerated. Marine Corps Order 5300.17A clearly articulates the requirements of the Marine Corps substance abuse program. If you believe you have a problem, seek out help – the SgtMaj and I would much rather someone admit they have a problem and seek help than continue to hide in the shadows. If you abuse drugs, you will eventually be caught – the Phantoms will aggressively test for illicit drug use.

Remember, **What we expect from you is, just be a Marine...ALL the time.** Live up to the ideals and standards that have been defining who you are since the first moment you realized you wanted to be a Marine. Do your duty. Make yourself, your family, your country and all the Marines who have gone before, proud!

Do not allow substance abuse to negatively impact you, the Phantom family, or tarnish the reputation of those that have gone before you!

If you believe someone to be struggling with substance abuse or violating the Marine Corps substance abuse policy, we expect you to notify your chain-of-command and substance abuse control officer (SACO) immediately.

### Suicide Prevention Policy

The individual Marine and Sailor is our most precious asset! At all levels, the Phantoms will act to prevent suicide before it happens. The most important thing that we can do to prevent this tragedy before it happens is know our Marines! All too often, we learn about contributing factors after a suicide or suicide attempt has happened.

All of us have experienced, or will experience traumatic events in our lives. How we deal with this trauma (and the coping mechanisms we've learned up to this point in our lives), determine our risk of succumbing to suicide. Admittedly, the Marine Corps still has much work to do with suicide. The single most important thing that we can do to prevent suicide is have a support system in place. Resources include the MAG-24 Chaplain, the MAG-24 MFLAC, and <http://allmarineradio.com> – a tremendous resource full of many current and former Marines who have experienced significant trauma and contemplated or attempted suicide. They've since recovered and have found healing in their quest to help other brothers and sisters in arms.

Lastly, the Phantoms will regularly build non-traditional training and discussion groups into its quarterly and annual battle-rhythm to ensure we are being preventive rather than reactive. The best ideas and solutions come from the bottom-up more often than not. We need your help with this – please push your creative ideas to prevent the terrible tragedy of suicide up the chain-of-command. We owe it to our brothers and sisters in arms to give suicide prevention the time and attention it deserves.

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### Unit, Personal, and Family Readiness Program Policy

"Mission First, Marines and Families Always! As United States Marines, we are charged with being the United States' Force in Readiness – to be "Ready when the Nation is Least Ready." To accomplish this, all Phantoms need to be able to deploy at a moment's notice. This is no easy task. Maintaining a cohesive Phantom Ohana, with a family that is ready for this possibility is critical to our ability **"To fight! To Fight Well!"** This is the purpose of the Unit, Personal, and Family Readiness Program (UPFRP). The Phantoms are a family, from the most junior new join to the most senior Marine, the Sergeant Major and myself included. I truly mean that!

To accomplish these ends, VMU-3 will maintain a robust Unit, Personal, and Family Readiness Program (UPFRP). The Phantom Command Team will ensure family members, significant others, or any other designated individuals are equipped with the knowledge and skills necessary to successfully meet the challenges of military life. Our family members must be able to carry on in our absence in the event we are called away to fight. The Phantom Command Team will focus the UPFRP on four action areas: communication, readiness and deployment support, information and referral, and volunteer management.

#### **Communication**

The squadron will utilize various official and unofficial means of communication including, but not limited to, newsletters, town hall meetings, social media, and email to ensure our Marines and family members are informed. We will endeavor to disseminate as much information about squadron operations as possible, without compromising operational security, to allow you and your family to prepare for and make plans around operations.

#### **Readiness and Deployment Support**

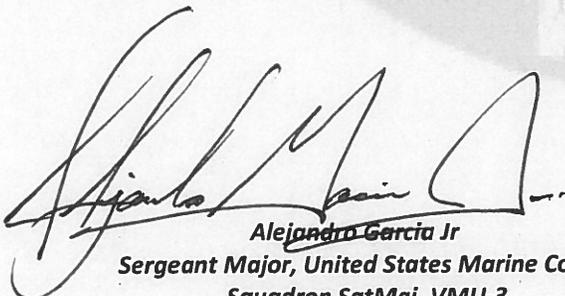
Deployments and separation, a hallmark of our Marine Corps culture, can add stress to and disrupt the lives of Marines and our family members. To mitigate the disruptive effects, the squadron will provide training opportunities across all phases of deployment: pre-deployment, mid-deployment, and post-deployment (return, reunion, and reintegration). Additionally, we shall ensure Marines have appropriate and viable Family Care Plans to prepare for any unforeseen circumstances.

#### **Information and Referral**

The Phantoms Command Team's goal is to gauge the needs of Marines and family members and refer them to the appropriate Marines Corps Community Services (MCCS) program, military resource, or community resource that can best meet their needs.

#### **Volunteer Management**

Volunteers are at the heart of the UPFRP and crucial to its success. The Phantom Ohana are encouraged to volunteer to assist the Phantom Command Team, or in any other capacity, in preparing our Marines and families for the rigors and uncertainty of military life and, ultimately, military operations.



**Alejandro Garcia Jr**  
Sergeant Major, United States Marine Corps  
Squadron SgtMaj, VMU-3

*Semper Fidelis,*



**Thomas C. Farrington II.**  
Lieutenant Colonel, United States Marine Corps  
Commanding Officer, VMU-3