

# VMM-268 Commander's Policies



The Red Dragons have built a world-class assault support squadron that is responsible to our nation to respond to crisis at a moment's notice. We share a unique responsibility and therefore must create a culture of professionalism, continuous improvement, and combat readiness. These policies serve to uphold the high standard of conduct and treatment that everyone has a right to.

**Safety:** Safety is a continuous process and an essential part of sound tactical execution. Due to the nature of our profession, risk will always be a part of what we do. To accomplish our mission, we must manage risk using all the tools at our disposal, to include: The Naval Aviation Maintenance Program (NAMP), Training and Readiness Manuals (T&Rs), Standard Operating Procedures (SOPs) / Local Command Procedures (LCPs), and our personal capabilities and limitations. I expect our training and maintenance to be conducted by-the-book and for every Red Dragon to be empowered to speak up if an action runs counter to directives.

**Family Readiness:** Our success is not possible without the love and support that our families provide every day. The Unit, Personal and Family Readiness Program (UPFRP) is in place to support and empower Red Dragons and families to thrive while taking on the challenges of military lifestyle. The Uniformed Readiness Coordinator (URC), Deployment Readiness Coordinator (DRC) and Command Team work together to provide support, guidance, and connection to foster community within our Red Dragon Ohana.

**Suicide Prevention:** Every Red Dragon is a valuable member of our team and will handle stressors differently. If you or someone you know is struggling or needs help, TELL SOMEONE! I am empowering you to seek help without stigma or fear of repercussions. MCBH has a variety of resources available: Chaplain (808-673-0163), Medical (808-257-3100), MFLC (808-437-1552), Suicide and Crisis Lifeline (988), Military One Source (800-342-9647), DSTRESS Hotline (877-476-7734). Real Players will ALWAYS have time to help a teammate.


**Equal Opportunity & Prohibited Activities and Conduct:** Real Players treat each other with dignity and respect. We are responsible to create an environment free of discrimination, harassment, abuse, wrongful distribution of images, and prohibited activities (PAC). These harmful activities will NOT be tolerated and there are options available to address them via Conflict Management (informal) or Complaint Resolution (formal) processes. I will investigate instances of prohibited conduct and deal with them in accordance with Marine Corps policy. Marines and Sailors of VMM-268 shall ensure their personal behavior is never contrary to these policies, they intervene to prevent a teammate from falling victim to them, and they enforce a workplace environment that does not tolerate harassing or discriminatory behavior.

**Sexual Assault:** Sexual assault is A SERIOUS CRIME and WILL NOT BE TOLERATED. It is not particular to any spousal relationship, gender, race, or age, and is defined as intentional sexual contact characterized by the use of force, threats, intimidation or abuse of authority, or when the victim does not or cannot consent. There are two methods to report a sexual assault: (1) Unrestricted [to SARC/ SAPR VA/ law enforcement/ chain of command] – allows individuals to receive advocacy, medical, counseling, legal services, command support and official law enforcement investigation; (2) Restricted [only to SARC/ SAPR VA/ Healthcare provider] – allows individuals to receive advocacy, medical, counseling, and legal services while keeping report confidential. Victims of sexual assault will be treated with sensitivity, decency, and respect. All necessary steps will be taken to uphold confidentiality and ensure the victim's safety.

**Substance Abuse:** Substance abuse destroys the person you were meant to be and degrades psychological and physical readiness. Leaders must be alert to the signs of drug or alcohol problems in our fellow teammates and get them the help they need. The Substance Abuse Counseling Center, medical intervention, and other counseling services are available 24/7 for any servicemember who may be suffering from substance abuse. Alcohol and drug offenses will be dealt with swiftly and effectively.

**Off-duty Conduct:** The Red Dragons have a unique role within the MAGTF that often finds us distributed across multiple different countries or unfamiliar locales when conducting operations. Real Players are ambassadors for our country, our service and ourselves and I trust that you will behave in that manner. I expect all of us to maintain discipline, avoid excessive drinking, be aware of our surroundings, and be respectful of local laws and customs. Have a plan and call someone ASAP if a situation gets out of hand.

**Thank you for continuing this squadron's legacy of excellence. I am confident the Red Dragons and families will continue to treat each other with dignity and respect as we execute the mission with precision, professionalism, and teamwork.**

  
LtCol S. M. Hennessey  
Commanding Officer

*"No Fanfare, No Parades, No Heroes...Just Real Players"*