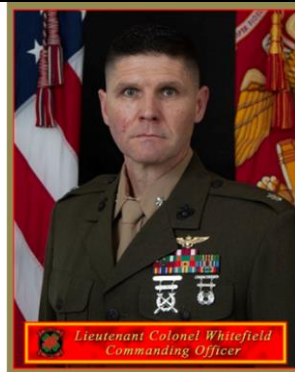


# VMM-363 POLICY STATEMENTS



The Red Lions are privileged to have Marines and Sailors who are the best in the world at what they do. We will foster a mission-oriented, safety-focused climate that provides equal opportunity to excel and advance while remaining a learning organization that is constantly seeking self-improvement.

**Harassment, Hazing, Bullying, Ostracism, Retaliation, Distribution of Intimate Images, Violence, and /or any Supremacist Activity:** Collectively the Marine Corps has designated these “prohibited activities and conduct”. **We will always treat each other with dignity and respect, and I will not tolerate any instances of cruel, abusive, humiliating, oppressive, demeaning or harmful conduct.** Live beyond reproach at all times, in all aspects of your lives both on and off duty.

**Equal Opportunity:** VMM-363 is a performance-based meritocracy, and **every member of this unit will be treated with fairness, dignity and respect.** You are entitled to an environment free from the barriers of discrimination or bias. Opportunities to excel and reach your fullest potential are based on ability and will, never on race, religion, gender, age, sexual orientation, or national origin. **Discrimination, racism and sexism will not be tolerated within this command.**

**Sexual Assault:** The Red Lion Pride is a family and we will treat each other as such. Sexual assault goes against everything the Red Lions stand for – **Not only is it a crime, it is just plain wrong and will not be tolerated.** Every member of this command has the responsibility and moral obligation to confront and prevent any situation that could lead to sexual assault. Intervention in the name of prevention is an obligation that each of you are charged with. Victims of sexual assault will be treated with sensitivity, dignity, and respect. Uniformed Victim Advocates (UVAs) and Chaplains are available 24/7 to assist.

**Safety:** Safety is **critical to mission success and is never an afterthought to operations.** The nature of our mission and what we do on a daily basis carries inherent risk. There are times we must assume risk to accomplish our mission, but there is no excuse for lazy or reckless operations during training or in combat. Safety is a byproduct of **professionalism** and a tactically sound plan is inherently safe. Together, we must instill a culture of safety and transparency. Valuing safety and the integration of Operational Risk Management (ORM) must be reflected in everything we do both on and off duty. **Be professional, do what’s right and speak up** if something doesn’t look correct. Sometimes, we will make mistakes, and when that time comes, we will openly acknowledge our shortcomings and learn without fear of retribution.

**Alcohol and Substance Abuse:** Alcohol misuse and abuse are historically associated with many disciplinary issues and substantially heighten the risk of PAC violations, sexual assault and harassment. **We will work to prevent alcohol abuse and take corrective action when we see it occur.** Ultimately, this comes down to taking care of ourselves and each other, and it is a team effort. The use of illegal drugs is a crime and will not be tolerated.

**Suicide Prevention:** Suicide is the number one killer of Marines, and , tragically, it often comes as a surprise though indicators are identifiable in hindsight. The first step in preventing suicide is to dedicate ourselves to **knowing our Marines and ourselves,** so that we can recognize the signs and indicators of stress and take appropriate actions to help those in need. **We will never walk away from anyone who is struggling** and must ensure widespread awareness of available resources to deal with life stressors.

Lieutenant Colonel Joe A. Whitefield Jr  
Commanding Officer, Marine Medium Tiltrotor Squadron 363

***“Lucky and Good!”***