

# Violence Prevention Policy

(Ref: MCO 5580.3)

**“Mission First, People Always.”**

**Never lose sight of the harm domestic and workplace violence brings to your family and the Dragon Team. You are responsible for your behavior on and off duty. Ensure your behavior is above reproach.**

**I will tolerate nothing less.**



Lt Col Jason R. Laird  
Commanding Officer

It is VMM-265's policy to promote a safe environment for our Marines, Sailors, and family members. We are committed to working with service members to maintain a work environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior.

Every organization may be affected by disruptive behavior at one time or another. **These behaviors in our workspace will not be tolerated.** Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. Reports of any of these types of behaviors will be taken seriously and will be dealt with appropriately including reporting to:

- The appropriate chain of command
- NCIS
- CID
- Provost Marshal's Office (PMO)
- Marine Corps Police Department (MCPD).

If a Marine or Sailor makes a threat and/or commits an act of intimidation or violence that is substantiated by a law enforcement agency, I will take appropriate action using the full range of options at my disposal.

Your cooperation to implement this policy effectively and maintain a safe working environment is critical to our success. Do not ignore warning signs of such behavior. If you observe such behavior by anyone on the installation, whether he or she is a unit member or not, report it in a timely manner via the chain of command, PMO/MCPD or Naval Criminal Investigative Service's (NCIS) Threat Management Unit (TMU). Leaders, supervisors, and managers who receive such reports shall seek advice from the Violence Protection Officer, SgtMaj, and Executive Officer regarding conducting an inquiry into the situation and initiating appropriate action.

**Threats that require immediate law enforcement involvement, assaults and other suspected crimes, shall be reported immediately to PMO/MCPD at 098-911-1911 or 911.**

It is only through awareness of our surroundings and each other that we can take action to prevent violence from negatively impacting our unit, our fellow Marines and Sailors, and their families. If you have any questions about this policy statement, please contact the unit Violence Prevention Officer.

**We fix and fly aircraft. It's what we do.**

Lieutenant Colonel Jason R. Laird  
Commanding Officer, Marine Medium Tiltrotor Squadron 265

**“Dragons!”**