

HMLA-469 POLICY STATEMENTS



Commander's Intent:

HMLA-469 provides a Command Climate that is professional, conducive to mission accomplishment, and provides the opportunity for **all** Marines and sailors to excel and advance within the Marine Corps and the United States Naval Service.

Statement on Equal Opportunity and Sexual Harassment: Vengeance is committed to fostering a professional work environment based on recognizing human rights. Every member of this Command will be valued and treated with dignity and respect. The Marine Corps policy on Equal Opportunity (MCO P5354.1) is clear and simple; no form of discrimination to include color, sex, race, religion, national origin or sexual orientation will be tolerated. Those found guilty of such actions will be subjected to disciplinary action, as will those who knowingly make false allegations.

If you feel you are the subject of potential discrimination, sexual harassment or any other inappropriate excessive behavior, do not ignore it. Members should attempt to resolve these issues at the lowest levels possible by directly engaging their chain of command and using the Informal Resolution System (IRS) to resolve issues quickly and fairly. If the IRS process does not resolve the issue, the preferred course of action is Request Mast. If you think your issues did not receive the appropriate attention, contact the 3rd MAW Equal Opportunity Advisor at (858) 577-7447. The Equal Opportunity Representative for the Squadron can be contacted at (760) 763-7615. Members who report concerns or participate in investigations will not experience reprisal of any kind.

Statement on Sexual Assault: Sexual assault is a crime, incompatible with our Core Values, traumatic for its victims, and harmful to organizations in which it occurs. The Marine Corps Sexual Assault Policy is outlined in MCO 1752.5. Violations of this policy will not be tolerated, Uniformed Victim Advocates (UVAs) are always available to assist. These Marines have been trained and entrusted to assist sexual assault victims and ensure they receive proper care. If you have been sexually assaulted, if you have witnessed a sexual assault, or if you have information about a sexual assault, contact a UVA - the UVAs are bound by law to maintain your confidentiality.

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Statement on Safety: Fixing and flying aircraft is an extremely risky business. Add that to the fact that almost all Marines are risk takers or otherwise think they're invincible, and many of us are constantly surrounded by risk, on and off duty. Because each and every Vengeance Marine is too valuable to lose to a safety mishap, I challenge each of you to:

1. Follow established procedures, always. They're written for a reason.
2. Think before you act.
3. Identify unnecessary risks that we might be taking and notify the chain of command so that we can put proper controls in place to fix them.
4. Look out for each other, on and off duty.

The Safety Department will continually educate us on risk management and human factors analysis so we can all get better at preventing mishaps before they happen. However, we need your help in applying the above principles in your work and liberty time so that we can preserve our most valuable resource, our Vengeance Marines. Our safety mission is to weave operational risk management into all planning; from flight operations to liberty call per MCO 5100.29.

Statement on Hazing: Every Marine in Vengeance earned the right to wear this uniform when they graduated boot camp or OCS, no further initiation is required. MCO 1700.28 defines hazing as any conduct whereby one military member causes another military member to suffer or be exposed to an activity which is cruel, abusive, humiliating, or oppressive. Any member of Vengeance who is subject to or witnesses an act of hazing is expected to report such conduct to the chain of command. Each report of hazing will be thoroughly investigated, and if an incident of hazing is found to have occurred, those responsible will be held accountable through available legal and administrative means. Violations of this policy will not be tolerated.

Statement on Violence Prevention: Every Marine deserves to live and work in an environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. This kind of behavior in our workplace will not be tolerated. Violence prevention begins with evaluating warning signs, indications of potential violence, sharing information to enable leaders to make informed decisions regarding inappropriate behaviors, threats, and violence. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. I will support all efforts made by leaders, supervisors, and managers in dealing with harassing, intimidating, threatening, violent or other disruptive behavior in our workplace. All reports will be taken seriously and will be dealt with appropriately in accordance with MCO 5580.3.

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Statement on Unit, Personal, and Family Readiness Program (UPFRP): The Vengeance command team cares for each and every Marine and family in this squadron as if they were members of our own family. The UPFRP is one of the ways that we can make sure that the Marines and families are well cared for. The purpose of the UPFRP is to keep Marines and their families resilient and ready for everything that military life might throw at them: operational deployments, long work hours, PCS moves, in many cases being stationed far from home, etc. In addition to keeping Marines and families resilient and ready, a good UPFRP will help make every Marine and family's time in Vengeance an enriching experience. The goal is that every Marine and family is ready now and can look back 10 years from now and say they loved their time in HMLA-469.

The UPFRP will care for our Marines and families in the following ways:

1. Create a welcoming sense of community so that every family has a support network within the Vengeance family.
2. Put Marines and families in touch with the many resources that are available from agencies such as Marine Corps Community Services, DoD programs, and civilian volunteer organizations.
3. Educate Marines and families on typical military lifestyle challenges through workshops, classes, and more, so that our families can avoid common pitfalls.
4. Create a network of Family Readiness Volunteers where Vengeance spouses, family members, and significant others have a well-organized, well-run way to contribute to the UPFRP.
5. Organize unit events that build a sense of community and allow Marines and families to have fun.
6. Oversee a Single Marine Program where Marines have fun, healthy alternatives to drinking in the barracks and where all of the above opportunities are afforded to our single Marines.

Lieutenant Colonel Ryan A. Cherry
Commanding Officer, Marine Light Attack Helicopter Squadron 469

“Attack with Vengeance!”

