



MARINE AIRCRAFT GROUP 11
POLICY STATEMENTS:
A T-E-A-M built on Trust



Trust is the very foundation our profession is built upon. Trust is also the emotional glue that forges a group of individuals into a collective T-E-A-M of dedicated professionals who each play their specific role in their unit's ability to accomplish the assigned mission. It's that Trust and Commitment to one another that makes any T-E-A-M great -- and great teams not only win -- but their players succeed in life. We will do the same here at MAG-11.

The below policy statements can be simply boiled down to building trust with your teammate on our left and right. If a fellow Marine or Sailor can trust you to -- not only to do your job -- but to inspire the leadership, the character, and the integrity required to meet our mission -- then that same individual knows you won't let them down when any of the following take place: any Sexual Assault or Harassment, a Hazing, Equal Opportunity, or Discrimination complaint; any substance abuse, suicidal ideation, or Child/Family neglect. The below policy statements will aid leaders at every level to "Promote Trust" on our MAG-11 T-E-A-M. I expect each member of this command to mentor and coach their subordinates to: prevent -- and rid -- our T-E-A-M from individuals who break our trust. If they do, they will earn the full contempt of this MAG and they will be held accountable in accordance with all the policies and legal avenues available.

Sexual Assault -- is a crime! You can be a Marine or Sailor, or a criminal convicted of a sex crime -- you can't be both. Violations of the Marine Corps' sexual assault policy as outlined in MCO 1752.5B will not be tolerated and will be prosecuted to the fullest extent of the UCMJ. I encourage any victim (regardless of gender, age, or rank) to report their incident so they can get the help they desire/need. Uniform Victim Advocates (UVA), your chain of command, medical personnel, and our chaplains are all available to help any victim get the proper care without any concern for reprisal. It is every Marine and Sailor's inherent duty to take action to prevent sexual assaults from occurring -- take care of your teammates. (MCO 1752.5B)

Equal Opportunity, Discrimination and Hazing -- I expect leaders at every level to foster a work environment free of discrimination or harassment of any nature. I will not tolerate any such behavior/treatment based on race, color, age, gender, national origin, or religious preference. Every individual is a teammate and a valuable part of our MAG-11 T-E-A-M. I expect everyone to be treated with the dignity and respect they so deserve. (MCO 5354.1D)

Substance Abuse & Suicide Prevention -- There are many stressors in life, but drugs or alcohol abuse is not the answer as they lead to destructive behavior. If you use drugs, you will be caught and processed for separation from our Corps. Alcohol abuse is a problem -- too many Marines and Sailors believe it's ok to overindulge, drink and drive, or drink when underage. This is abuse -- and will lead to destructive behavior and potentially misconduct -- which will not be tolerated. The chain of command, SACO, chaplain and medical professionals are here to help. (MCO 5300.17/1720.2)

Child/Family Neglect & Family Readiness -- The T-in T-E-A-M is to take care of your Marines, Sailors, and their Families. I expect each member of this command to do so. Not because I said to do it, but because you should want to do it. It is part of who we are -- we never leave a fellow Marine behind on the battlefield, on the flight-line, while on liberty, or in life. Take care of your teammates and your families. (MCO 1754.11/1754.9A)

So I'll ask you: Do your Marines and Sailors Trust you? Do you Inspire them? Do they want to follow you? If we are successful in building the bond of trust with our peers, subordinates, and superiors alike -- then the above issues will not plague our MAG-11 T-E-A-M, thus allowing everyone to contribute to our continued success and mission accomplishment while furthering our proud legacy. Thanks for what you do, and always remember who you are, why you are here, and who you represent!

Semper Fidelis,

William H. Swan
Colonel, U. S. Marine Corps
Commanding Officer, Marine Aircraft Group 11