



Marine Air Control Group 38 Commander's Unit Violence Prevention Policy Statement



I am committed to maintaining a workplace free from harassment, intimidation, threats of violence, and other disruptive behaviors. While this type of conduct is not pervasive within our unit, no command is immune; any organization can be affected by destructive behavior at one time or another. Harassment, intimidation, threats of violence, and other disruptive behaviors will not be tolerated. If a Marine or Sailor makes a threat or commits an act of intimidation or violence that is substantiated by appropriate law enforcement or command investigation, I will take decisive action to hold that person accountable. Such conduct includes oral or written statements, gestures, or expressions that communicate direct or indirect threats of harm.

Leadership is the key to violence prevention. Leaders at every level must actively foster a culture that discourages aggression, promotes dignity and respect, and encourages reporting of warning signs and concerning behavior. Every Marine and Sailor in MACG-38 is expected to read and be familiar with Marine Corps Order 5580.3, Violence Prevention Program (VPP), which establishes policy, responsibilities, and procedures for preventing and responding to workplace violence across the Marine Corps.

Love, trust, and commitment are the foundation of our culture and the antidote to violence and intimidation. Love for one another compels us to act when a fellow Marine is struggling. Trust enables us to report early signs of risk, knowing our leaders will respond with fairness and care. Commitment binds us to safeguard every member of this command—because readiness depends on the safety and stability of our people.

Readiness is not only measured by equipment or training, but by the confidence that every Marine and Sailor feels secure and respected in their environment. Decision-making in violence prevention demands moral courage—to confront warning signs, to report concerns, and to protect those at risk. Maneuver in the human domain means anticipating friction before it escalates; leaders must stay alert, adapt to interpersonal dynamics, and intervene early to maintain unit harmony.

Violence prevention begins with awareness. Recognize indicators of potential violence—sudden mood changes, escalating conflicts, verbal threats, or obsessive behavior—and report them immediately. Do not dismiss or minimize what you see or hear. If you observe or experience harassing, intimidating, threatening, or violent behavior, report it immediately to your chain of command or the Naval Criminal Investigative Service (NCIS) Threat Management Unit (TMU). Any Marine or Sailor who receives such a report shall immediately consult with the Violence Prevention Officer (VPO) for guidance.

Threats, assaults, and suspected crimes must be reported at once to law enforcement and the chain of command. I will personally support all efforts to address such behavior and will monitor this policy's implementation to ensure its effectiveness.

If you have any questions about this policy statement, please contact the unit VPO, LtCol Geoffrey England at geoffrey.englund@usmc.mil or ext. 858-307-9601.

Semper Fidelis,

E. J. O'Connell
Colonel, USMC
Commanding Officer

"Human factors continue to be a leading cause of mishaps and suicides. Personnel are often under stress from personal or professional factors that are not apparent to the command's decision makers. In many instances, the individual's risk factors were known by various leaders and peers as isolated pieces of the whole picture preventing appropriate assistance."