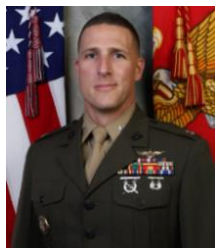


HMLA-469 COMMAND POLICY STATEMENTS



It is my duty and moral obligation to establish a command climate that maintains good order and discipline, and ensures the welfare and safety of every Vengeance Marine and Sailor so that you are mentally and physically equipped for the rigors of combat. To this end, we will be Warfighters of ethical character who uphold the core values of honor, courage, and commitment and maintain the Vengeance legacy.



PROHIBITED ACTIVITIES AND CONDUCT (PAC):

The Marine Corps is built on trust and teamwork shared among individuals. Vengeance Marines and Sailors must fight side-by-side without regard to age, race, religion, gender, sexual orientation, sexual identity, national origin, ethnic background, or social upbringing. Members of HMLA-469 will be provided opportunity solely based on individual merit and ability. We must maintain a professional working environment in which every Warfighter has the same professional opportunities. Bullying, Dissident and Protest Activity, Harassment, Hazing, Sexual Harassment, Wrongful Distribution or Broadcasting of Intimate Images, and Discrimination of any sort violate the respect and dignity of our Marines and Sailors, undermine mission readiness and unit cohesion, and bring dishonor to both Vengeance and the Marine Corps. PAC violations will be investigated, and involved members found in violation will face disciplinary action under the UCMJ. MCO 5354.1F details the Marine Corps policy on Equal Opportunity and Prohibited Activities and Conduct.

SEXUAL ASSAULT PREVENTION & RESPONSE (SAPR):

Sexual assault is a repulsive and shameful crime that is a complete violation of our core values and undermines mission readiness and unit cohesion. Sexual assault must never be tolerated by any member of the Vengeance family. Every member of HMLA-469 shall take aggressive action to prevent and report sexual assault. If any member of this command is, or was ever, a victim of sexual assault, please report the incident so that your physical, mental, and spiritual wounds can be treated and the command can provide you support. It takes every Marine and Sailor in this squadron to prepare us for combat operations and maintain our Readiness. By submitting either a restricted or unrestricted report, victims will have full access to medical services, counseling and support. Members who can retain the confidentiality of a restricted report include the squadron's Uniformed Victim Advocates (UVA), Chaplains, and the Wing Sexual Assault Response Coordinator (SARC). All victims will be treated with respect and dignity, and their case handled with discretion, care and privacy. MCO 1752.5C outlines the Marine Corps policy on SAPR procedures.

VIOLENCE PREVENTION: Workplace violence is any act of violent behavior, threats of physical violence, harassment, intimidation, bullying, verbal or non-verbal threats, or other threatening disruptive behavior that occurs at or outside our squadron. Our profession requires us to remain lethal, but violence must be saved for our enemies. True professionals and warfighters must have the ability to turn it off. Acts or threats of harm or violence against any HMLA-469 Marine or Sailor or their family members will not be tolerated. Every Warfighter must have the mental, moral, and physical courage to prevent and report all acts of violence. Engaged leadership at every level must assess, investigate, and respond quickly to individuals who exhibit warning signs and behavioral indicators that precede potential acts of violence. MCO 5510.21 establishes the Marine Corps policy on the Marine Corps Counter Insider Threat Program and workplace violence prevention.

The mission of HMLA-469 is too important, and our people far too critical to the success of that mission, to allow unprofessional behavior to fester within our ranks. I require every Vengeance Marine and Sailor to remedy any situation that runs counter to my intent or Marine Corps policies on Sexual Assault, Sexual Harassment, Equal Opportunity, Hazing, or Violence. Utilize the chain of command and the Request Mast process to resolve these issues at the appropriate level of authority.

S.M. Piacente
Commanding Officer
HMLA-469 "Vengeance"