

## HMLA-469 COMMANDER'S POLICY STATEMENTS



Every member of the Vengeance Family has earned the title, United States Marine. We owe the same level of dignity and respect to each and every member of this family. Dignity, respect, and fair treatment are not earned by certain ranks, an amount of time or experience in a unit, or any other rite of passage. Dignity, respect, and fair treatment will be afforded to every member of this family from the moment an individual checks in to the squadron.

**Statement on Sexual Assault:** Sexual assault crimes directly conflict with our corps values of Honor, Courage and Commitment. Sexual Assault is intentional sexual contact, characterized by the use of force, physical threat, abuse of authority or when the victim does not or cannot consent (MCO 1752.5C). It is our responsibility to take care of one another and avoid high risk situations. Alcohol is frequently cited in sexual assault incidents. These despicable acts will not be tolerated. Victims will have full access to the Sexual Assault Prevention and Response Victim Advocate (SAPR VA) program and be treated with dignity and respect.

**Statement on Suicide Prevention:** Suicide prevention begins with leadership. If you or someone you know is behaving in a manner that suggests suicidal thoughts, seek help! Know your Marines and Sailors, and let them know you. Suicidal behaviors may include a decrease in job performance, drugs or alcohol abuse and depression or withdrawal. Awareness and prevention are everyone's responsibility. There are many resources available to address personal battles; consider your chain of command, chaplains, mentors, and peers who are available 24 hours a day, 7 days a week.

**Statement on Hazing:** Hazing is any action that exposes any individual to cruel, abusive, humiliating, or oppressive, demeaning or harmful behavior (MCO 5354. 1E ADMIN CH). Hazing is prohibited and will not be tolerated. This type of behavior opposes the good order and discipline that is required in a combat ready unit. I expect all personnel to report suspected incidents of hazing to their respective officer's-in-charge. Possible consequences of hazing include reprimand, reduction, forfeiture, confinement, and expulsion from service. We will treat all Marines and Sailors, regardless of rank or position, with dignity and respect.

**Statement on Violence Prevention:** The physical, verbal or emotional abuse of any member of the Vengeance Family is detrimental to readiness and mission accomplishment. We will not allow workplace violence to affect our ability to train and conduct our mission. Know the Marines and Sailors around you. Know the signs of imminent violence. Be cognizant of outsiders in and around our workspaces. Any threats or acts of harassment, intimidation or violence will not be tolerated and will be dealt with swiftly. Leaders who receive any such reports shall seek counsel from the Violence Prevention Officer (VPO).

**Statement on Equal Opportunity:** We are all Vengeance Warriors. We fight side-by-side without regard to race, gender, religion, ethnic background, sexual orientation or social upbringing. The Marine Corps is a performance-based organization. We all chose this profession of arms, to defend the values that our country holds most sacred. Discrimination of any kind opposes this most fundamental mission (MCO 5354. 1E ADMIN CH). We treat everyone with fairness and respect. Violations of this policy will not be tolerated.

**Statement on Substance Abuse:** There is zero tolerance for the use, possession, trafficking, or distribution of illegal or banned substances and for abuse or misuse of prescription medications. Any Marine who uses drugs or abuses alcohol will be subject to administrative and punitive action that could result in administrative separation (MCO 5300. 17A). Substance abuse erodes unit capability and readiness. If you drink alcohol, do so responsibly and never drink and drive. Getting behind the wheel after drinking is selfish and reckless. Take care of one another.

It is my honor to serve as your Commanding Officer. It is my responsibility to set the conditions and climate for our success. It will require discipline and leadership at each and every level, but I am confident that by working together, the Vengeance Family will continue to uphold our proud legacy.



**LIEUTENANT COLONEL RYAN P. WELBORN**  
**COMMANDING OFFICER, MARINE LIGHT ATTACK HELICOPTER SQUADRON 469**

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