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**Marine Fighter Attack Squadron 211**

**Commander’s Policy Statements**

**BLUF: Treat everyone with respect, do the right thing, and please speak up so we can get you help if you are having a tough time or feel you have been wronged.**

**Equal Opportunity:** It is imperative that each and every Wake Island Avenger can work and excel every day in an environment free and clear of discrimination and harassment regardless of age, color, sex, race, religion, national origin, or other prejudice. These actions will not be tolerated. I expect each of us to treat each other as we would expect to be treated, with dignity, respect, and aligned to our core values.

-Per MCO 5354.1f prohibited activities include harassment, bullying, hazing, sexual harassment, certain dissident and protest activities (including supremist activities), and the wrongful broadcasting or distribution of an intimate image.

-Individuals who believe they have been subjected to any prohibited activities or inappropriate behavior should report the incident to the chain of command, if they believe they are unable to resolve the problem by themselves or the incident is criminal in nature. MCO 1700.23G (Request Mast) provides chain of command clarification for Equal Opportunity (EO) complaints filed through Request Mast, and additional information can be attained through our Equal Opportunity Representative (EOR) or the Marine Aircraft Group 13 Equal Opportunity Advisor (EOA).

-EO is everyone’s responsibility; if your chain of command does not know about it, we cannot help you. Anyone who witnesses an act of discrimination has a responsibility to address, correct, or report this type of behavior immediately. Do not disparage or tolerate demeaning of your fellow Marines or Sailors.

**Social Media:** Social media has become a universal and global medium by which we communicate and connect with people and organizations. This powerful tool has made many things more convenient and efficient in our everyday lives but if improperly used can lead to negative consequences. You must remember to use your best judgement at all times and keep in mind how the content of your posts will reflect upon you, the Wake Island Avengers, and the Marine Corps. Harassment will not be tolerated in the digital world and will be punished under the UCMJ. Information on best practices can be found in the Social Media Personal Reference Guide for Marines.

**Hazing:** Every Marine is tasked to ensure that hazing does not occur, in any form, at any level. Hazing is contrary to our Core Values and is prejudicial to good order and discipline. Hazing creates an environment of fear and reprisal, destroying the teamwork, combat readiness, and the trust and confidence central to unit cohesion.

All hazing allegations will be investigated in accordance with JAGINST 5800.7G CH 2 and MCO 5354.1f

Examples of hazing are as follows:

- Physically striking another to inflict pain outside of a supervised training exercise

- Piercing another’s skin in any manner (such as "pinning" or "tacking on")

- Verbally berating another for the sole purpose of belittling or humiliating

- Encouraging another to excessively consume alcohol or conduct dangerous acts

- Playing abusive or ridiculous tricks

- Threatening or offering violence or bodily harm to another

- Requiring excessive physical exercise beyond what is required to meet standards

Any Marine, regardless of rank, should take action to stop suspected hazing and report it to the chain of command.

**Safety:** Being a Marine can be dangerous both on and off duty. In order to keep our Marines and equipment safe and operational, we must follow the prescribed guidelines that have been written based on other Marine’s mistakes. On the flightline, all of our actions must fit into “the box” with the following four sides:

1. The Naval Aviation Maintenance program (NAMP)
2. Flight Series Data (FSD)
3. Standard Operating Procedures (SOPs)/Local Command Procedures (LCPs)
4. Individual performance capabilities

If the required actions fall outside of “the box”, notify your chain of command and don’t push a bad situation. If normal reporting will be inhibited by the chain of command, please use the ANYMOUSE for unsafe or unhealthful working conditions.

-Off duty accidents have been the biggest killer of Marines over the last decade. I want each of you to enjoy your free time to its maximum potential. Before each liberty period have the following:

1. A plan
2. A buddy
3. Know your limits/know your buddy’s

Finally, if the weekend/liberty period has gotten out of hand, call someone. We always have someone available to help! We’ll sort out how the plan degraded later.

**Suicide Prevention:** Every Wake Island Avenger is critical to mission success! We need every Marine to be psychologically, spiritually, physically, and socially fit. If something has degraded to the point that an individual is considering hurting themselves, we have ways to help. Step one is knowledge of the problem. Every Wake Island Avenger should be implementing peer to peer leadership. Whenever a Marine or Sailor is in distress, for any reason, it is the responsibility of every Wake Island Avenger to get that Marine or Sailor help and to reintegrate them into the squadron once they have recovered. MCAS Yuma has a wide variety of resources available:

-Chaplain (x3454)  -MCCS counselors  -DSTRESS hotline (1-877-476-7734)

-Medical (x5749)   -Suicide and Crisis Hotline (988)

-Marine Intercept Program (x2561)

Be proactive and address you or your Marines’ problems and stressors early. Don’t let a bad situation fester to self-inflicting harm. There is no shame but strength in getting help.

**Family Readiness:** During this command tour this unit will experience long periods away from home, it will deploy, and it will be ready when called upon. The Unit, Personal and Family Readiness Program (UPFRP) supports Marine Corps unit and family readiness by providing a link between unit Commanders, Marines and family members. The UPFRP enables Marines and their family members to navigate the challenges of daily life in the context of military service. The Uniformed Readiness Coordinator (URC) and the Deployment Readiness Coordinator (DRC) serve as the Command Representatives to facilitate family readiness, to provide communication between our families and Marines, and the necessary tools and resources that will enable our families to be resilient during challenging times.

The Command Team, DRC, and URC will be responsible for:

-The organization and support of the UPFRP.

-The facilitation of family readiness activities and life skills training.

-Actively promote family readiness through education, events, and activities.

-Providing Marine families tools to achieve and maintain personal family readiness.

-Ensure open, accessible communications between family members, Marines, Sailors and the UPFRP.

**Sexual Harassment:** No Wake Island Avenger needs to be harassed, sexual or otherwise, and this will not be tolerated on or off duty. Any allegation of sexual harassment will be taken seriously, investigated, and subsequently prosecuted under the UCMJ.

Sexual harassment is defined as one or a series of incidents involving unsolicited and unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

Sexual harassment includes:

 -  Unwelcomed sexual advances (verbal, written or physical);

 -  Requests or demands for sexual favors; any other type of sexually oriented conduct;

 -  Verbal abuse or jokes that are sex oriented

Marines and Sailors of VMFA-211 are responsible for:
 -  A personal responsibility to ensure that their behavior is not contrary to this policy;
 -  Taking swift and appropriate remedial measures to respond to any substantiated allegations of sexual harassment.

False accusations are detrimental to the team and will have consequences

**Sexual Assault:** Sexual assault is a crime; it has no place in our Marine Corps. It is not particular to any sex, race, or age. Sexual Assault is defined as intentional sexual contact, characterized by the use of force, physical threat of force, or abuse of authority or when the victim does not or cannot consent. These activities will not be tolerated and will be prosecuted under the Uniform Code of Military Justice. In the event you or someone you know is a victim of sexual assault, go to a safe location and contact a Victim Advocate to file a restricted or unrestricted report.

**Restricted Report.** Allows the victim to receive medical, informational, advocacy, and emotional/psychological counseling support services without notification to law enforcement or the command. A Restricted Report can be made to a Sexual Assault Response Coordinator (SARC), SAPR Victim Advocate (VA), Healthcare Provider (HCP), DoD Safe Helpline 24/7 (877-995-5247) or the MCAS Yuma 24/7 Sexual Assault Support Line (928-941-3601).

**Expanded Eligibility to File Restricted Reports.** Victims are eligible to file a Restricted Report, providing they did not personally report the sexual assault incident to law enforcement, to include MCIOs, and they did not previously elect to make an Unrestricted Report by signing a DD Form 2910 with a SARC or SAPR VA on the same sexual assault incident. Victims covered by DoDI 649.02, volume 1 are eligible to file Restricted Reports **even if:** (a) they disclosed the sexual assault incident to their commander or to personnel within their chain of command, or (b) there is an ongoing MCIO investigation into the sexual assault incident initiated by a third party and not due to the victim’s disclosure to law enforcement, or (c) the MCIO investigation into the sexual assault incident has been closed.

**Unrestricted Report.** An unrestricted report allows a victim to receive medical, informational, advocacy, and emotional/psychological counseling support services and an official investigation ensues. An unrestricted report can be made to law enforcement authorities or the command, as well as to a VA or SARC. Although the victim’s identity will not remain confidential, care will be given to ensure that it is released only to those with an actual need-to-know. Both restricted and unrestricted reports allow the victim full access to counseling and medical services.

It is our responsibility to take care of one another by cultivating a climate of respect and engaging in prevention-focused leadership. All Victims shall have full access to counseling and medical services and will be treated with decency, fairness, and respect.

**Substance Abuse:** Substance abuse, legal or illegal, destroys one’s psychological and physical readiness and will eventually destroy your personal and professional life if unrecognized or untreated. Further, it puts undue stress and can potentially endanger your family and your fellow Marines. It is incumbent on each of us to look out for signs of substance abuse by a fellow teammate and get them the help they need. Counselors and services are standing by to help, 24/7.

 Alcohol abuse and the distribution, possession, use, trafficking or distribution of illegal drugs or drug paraphernalia is contrary to the effective performance of Marines and to the Marine Corps mission, and will not be tolerated. Alcohol and drug offenses must and will be dealt with swiftly and effectively.

**** The wrongful use, possession, manufacture, distribution, or introduction onto a military installation, vessel, vehicle, or aircraft used by or under the control of the armed forces by any Marine, of a controlled substance analogue, a designer drug, of natural substances (e.g. fungi), chemicals (e.g. chemicals wrongfully used as inhalants), propellants, or prescribed or over-the-counter drugs or pharmaceutical compounds with the intent to induce intoxication, excitement, or stupefaction of their own central nervous system, or that of another, is prohibited.

**Semper Fidelis,**

**Stephen R. Miggins,**

**LtCol, USMC, Commanding Officer**