



EVIL EYES POLICY STATEMENTS



Marines, Mission, Excellence

VMM-163 is a team – an organization of Marines, Sailors and civilians who treat each other with respect, dignity and professional courtesy all the while demanding the high standards set by the service and our culture. We shall value our core principles and sustain an environment of good order and discipline always remembering what we stand for as Marines! Trust in each other through compassionate leadership and humble service to our organization will allow the Evil Eyes to succeed in every mission

Suicide Prevention: Mental and physical health is one of my top priorities. Suicide prevention begins with intrusive leadership and genuine care for the members of our team all day, every day. Our most important asset is not the aircraft, but the Marine or Sailor who bare the patch of the Evil Eyes. We must be proactive in recognizing any symptoms and intervening in a moments notice. Trust your instinct, take the initiative, ask the tough questions and take action when it is needed the most. Ensure you keep a balanced lifestyle, know when to ask for help and openly communicate your needs. We will always be a squadron who makes the person first!

Alcohol and Substance Abuse: As a family we must fundamentally take care of each other. All too often alcohol is a common denominator for disciplinary problems, criminal acts, and violations of the UCMJ. Moreover, many lose sight of the fact that Illegal drug use is a crime and will not be tolerated. We must dedicate ourselves to preventing alcohol and substance abuse, proactively seeking support for yourselves and others, before it impacts mission effectiveness. A deliberate abuse of alcohol and substances will not be tolerated and dealt with accordingly.

Equal Opportunity: Each member of this organization can expect to be valued – with dignity and respect – regardless of race, religion, gender, age, sexual orientation or national origin. I want to be absolutely clear, any discrimination, harassment in any form, reprisals or false accusations will not be tolerated in this command. Everyone will be afforded the same opportunity to succeed in this squadron based on our skills and performance.

Violence Prevention and Prohibitive Activities and Conduct: We are men and women of character, united in our efforts to prevent any behavior that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Any instance of harassment, hazing, bullying, ostracism, retaliation, distribution of intimate images and/or supremacist activity is prohibited and will not be tolerated.

Sexual Assault: Trust and compassion are foundational to what makes us the Evil Eyes family. Sexual assault is not only a crime, but a profound violation of trust, and will not be tolerated. We are all responsible – morally and ethically – to take decisive action to prevent any situation that could lead to sexual assault. Victims of sexual assault shall be cared for with compassion, dignity, and respect. Uniformed Victim Advocates and chaplain support will be available 24/7.

Family Readiness: Family is the heart and soul of VMM-163 and foundational to the Evil Eye's culture and our continued success. It is essential that we – the Command Team, the URC, DRC, and every Marine and Sailor – encourage authentic leadership, open communication, and genuine care for our families. We must realize that we cannot succeed without the support of family members both near and far. Personal and professional investment on the home front is absolutely necessary for mission accomplishment. The Evil Eyes family extends beyond the hangar doors!

Lieutenant Colonel David G. Batcheler, USMC