



COMMANDER'S SAFETY POLICY



Marines Mission Excellence

Safety – Our operational and professional oath to each other to ensure our mission is carried out with precision, accuracy and protection in order to nurture and care for our Marines and the equipment in our charge. Safety is an underlying, foundational value to the squadron that shall be included with every daily action we execute.

Operational excellence is inherently and tactically safe, never a roadblock to success

- **Culture**

- An organization is only as good as its people. Machines do not function without the brains and muscles of the people. Decisions do not occur without the people. A culture that is wrapped around the notion of operational and administrative excellence is found in an environment where leaders lead and people understand their purpose and their “why” to the organization.
- The Evil Eyes organizational culture shall include strict adherence to publications, procedures, SOPs and directives in order to seek a relentless pursuit of excellence. These directives are written for our safety, if they need to change, recommend the change for the betterment of the organization.
- Prevent any facet of “normalization of deviance” to occur in our squadron. Recognize when the normal procedure is becoming the wrong procedure and make the tough correction no matter how hard it might be. Identify complacency and correct the root cause of how we became content in our tasks.
- Professionals – every member of the Evil Eyes organization is a professional in their MOS. You are a Marine. You stand for the eagle, globe and anchor, which serves as the symbolic representation to being the best. Know your profession, teach your profession, and ensure your expertise is in line with directives given to us to execute our mission. We will always strive to develop a culture of professional learning and teaching in order to avoid mishaps occurring on and off duty, in the air and on the ground. Our professions are inherently risky, that is why we need your expertise and professional judgment all day, every day. A true professional balances their personal and professional life – seek out risk mitigating steps constantly.

- **Risk Management**

- Embrace safety as a core value and incorporate risk management into every plan whether on or off duty. It is crucial to mission success, every member of this organization matters and a failure to manage risks personally and professionally affects the entire unit.
- Our mission and daily actions are risky, no doubt or question about the legitimacy of that statement. We will never mitigate all our risk, it is impossible. We shall however, always, mitigate the risk to allowable and acceptable level for mission execution. Risk mitigation and management shall be included in every evolution whether formal or informal, no exceptions.
- Identify and assess your hazards, make corrective actions and inform your chain of command if necessary. Operational Risk Management (ORM) steps shall be used in everyday life, not only when assessing risks for decision-making or in flight operations.
- Incorporate Threat and Error Management (TEM) and Crew Resource Management (CRM) into all aspects of the units operational and administrative events.
 - TEM – How we identify and organize the risk
 - CRM – How we mitigate the risks and the threats
- Leadership – Everyone is a leader, especially as it pertains to safety. Speak up, lead, identify your risks, focus your team and ensure you care for both the Marine and Mission in our pursuit for Excellence.



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