



MWHS-2 Substance Abuse Policy

There is no place in the Marine Corps or in Marine Wing Headquarters Squadron Two, (MWHS-2) for illegal drug use and it will not be tolerated. Our mission is critical, but even more important is the bond of trust that must be present between those who serve and put themselves in harms way. **This bond of trust builds when we maintain our high standards but will rapidly degrade under the cancer of illegal use of controlled substances.** Due to the nature of our profession, there is no such thing as a “small” drug problem. Anyone who tests positive for illegal drug use will be processed for separation under other than honorable conditions.

Alcohol related incidents also serve to degrade the bonds of trust within a unit. There are many options offered to Marines and Sailors on liberty that do not involve alcohol. If you are of drinking age, I encourage you to enjoy alcohol in a safe and responsible manner. Have a plan, use good judgment, and take care of each other through peer-to-peer leadership. Anyone who makes poor choices or fails to keep themselves and those around them safe must be held to account. **Your conduct is your own, regardless of your level of intoxication.**

Alcohol abuse, drinking so much that it affects one’s judgment, is preventable and should be avoided. Alcoholism, the addiction to alcohol and its effects, is a treatable disease that anyone can suffer from at various levels. In both cases, it is the responsibility of the individual to recognize these situations and make the effort to control them or get help for them as appropriate. **There are a variety of programs available to help our Marines, Sailors, and their families.** The squadron Substance Abuse Control Officer, 1stLt Ryan, can provide help to anyone who needs it in keeping alcohol from destroying their lives. The Marine Corps will treat and provide the necessary rehabilitation for those who require it.

A handwritten signature in black ink, appearing to read 'W. DeLorenzo'.

W. R. DELORENZO
Commanding Officer, MWHS-2



MWHS-2 Safety Policy

Marine Wing Headquarters Squadron Two (MWHS-2) is a large and complex organization. It is manned by over 500 Marines and Sailors who are charged with ensuring the effective and efficient functioning of the 2d Marine Aircraft Wing. The value of each individual and what they contribute to the fight in tangible and intangible terms is immeasurable.

For the past thirteen years, most of you have worked tirelessly to bring risk and danger to the enemies of our nation while working equally hard to reduce this risk to our Marines. As our mission shifts in the coming years, and we transition once again to being most ready when our nation is least ready, I cannot envision an event that will ever warrant accepting unmanaged risk. **While we continue to train aggressively and be prepared at a moment's notice, preserving the health and readiness of our Marines, Sailors, and assets is a leadership issue of primary importance.**

The nature of our service and the tasks our nation calls us to do make this an inherently dangerous business. There will always be risks that come with our operations. We will aggressively manage those risks by complying with established policies and procedures, executing sound judgment, and embracing leadership throughout our squadron. Planning will consider the "worst case" scenarios, eliminate unacceptable outcomes, and mitigate other risks. We will plan ahead and be proactive instead of reactive. The bottom line is that safety emerges from the establishment of a professional culture where the mission is clearly understood, personnel are well trained, and individuals know their value as well as their limitations and have the discipline to stay within limits.

My greatest safety concern lies in the everyday decisions we all make whether at work or on liberty. Statistics show that preventable driving and recreational accidents occur far more frequently than they should. Every member of this squadron is expected to manage the risks associated with these seemingly routine activities with the same vigilance as is used in the workplace. **I expect you to always have a plan and to engage in peer-to-peer leadership. I expect leaders to be present, drive home these points, and empower your junior Marines and Sailors to speak up when they see something unsafe.** Ultimately, the next liberty mishap will be prevented by the young Marine who sees the signs and takes action to change the dynamic of the situation. This is an all hands effort and I count on all of you to actively participate in taking care of our fellow Marines.

A handwritten signature in black ink, appearing to read "W. DeLorenzo". The signature is stylized and includes a long horizontal stroke at the end.

W. R. DELORENZO
Commanding Officer, MWHS-2



MWHS-2 Policy on Equal Opportunity, Hazing, and Sexual Harassment & Assault Prevention

1. Marine Wing Headquarters Squadron Two (MWHS-2) has the mission of providing administrative, training, logistical, and operational support to the Second Marine Aircraft Wing Headquarters in order to ensure the effective and efficient functioning of the Wing. To do this, and protect the health of our Marine Corps, we must maximize the performance and readiness of every Marine and Sailor in our squadron.

2. Therefore, we must value good behaviors and discourage and punish disrespectful and harmful behaviors. **The following behaviors hurt individuals and detract from our unit's readiness; and I explicitly prohibit them: treating Marines or Sailors differently because of their ethnicity, religion, age, sexual preference, or gender; hazing; sexual harassment and sexual assault.** Furthermore, I charge all in this command to identify, prevent, and rectify situations which may lead to these behaviors, to use all available resources to prevent the occurrence of these behaviors, and to immediately inform the chain of command or appropriate agencies if they occur.

3. The following principles shall be embraced and enforced by all members of MWHS-2:
 - **TREAT EACH OTHER WITH RESPECT**
 - In MWHS-2, we treat each other based on performance and behavior. We don't treat people differently because of what they look like, where they grew up, what religion they practice, their personal relationship partner, etc. We shall treat others as we want to be treated.
 - Remember, we were all "new check-ins" at one time. Hazing is contrary to our core values and will not be tolerated.
 - If you observe discriminatory behavior, correct it on the spot. **Sexual harassment is discrimination** and is counter to the principles of equal opportunity. If you observe this behavior, inform the chain of command or contact our EO Representative (GySgt Akers in ALD).
 - **PROTECT EACH OTHER – PEER TO PEER LEADERSHIP**
 - Hazing, harassment, discrimination, and sexual assault harms individuals and destroys cohesion, readiness, and esprit d'corps. Often these issues arise when Marines ignore actions happening around them that they know are wrong or fail to watch out for a fellow Marine.
 - In the workplace and on liberty, look out for your fellow Marines and Sailors to prevent them from becoming victims of this type of behavior. Never leave another member of this squadron in a vulnerable situation – such as being intoxicated or with someone who may take advantage of them.
 - Prevention of the irresponsible use of alcohol is an important part of this effort, as is the prevention of the development of improper social relationships between seniors and subordinates.
 - **SPEAK UP AND PROTECT THE RIGHTS OF VICTIMS**
 - If you observe actions or behaviors that violate the intent of this policy, correct the issue on the spot if possible, and inform the chain of command or appropriate personnel (in the case of sexual assault, the Uniformed Victim Advocate, GySgt Poe or Sgt Burgner, are available resources).
 - Those who report the occurrence of hazing, discrimination, harassment, or assault shall be treated with respect, and the matter shall be handled with the utmost discretion to protect the victim. In the case of sexual assault, reporting and care for victims shall occur in accordance with MCO 1752.5B, and each Marine and Sailor in this command shall receive relevant annual training.

W. R. DELORENZO
Commanding Officer, MWHS-2

12 June 2014