

MACS-2 COMMANDING OFFICER'S GUIDANCE AND PHILOSOPHY

Mission: The most important job we have in Marine Air Control Squadron 2 is to accomplish our mission. That mission is complex, large in scope, and one that is unique to the Marine Air Ground Task Force. Our three tier mission of Air Defense, Air Traffic Control, and Meteorological and Oceanographic Services and all associated maintenance activities makes MACS-2 extremely dynamic, relevant, and necessary. Our unique mission sets are vital to the Marine Corps at large and we will accomplish them by proper training, consideration to morale, personal and professional development, cross training, communication, and an emphasis on avoiding single point failures.



Lineage of the Corps: We are all volunteers in an organization that has an exceptional history, reputation, and standing across the globe. It is required that everyday we do our best to uphold the levels of professionalism, commitment, and proficiency that are necessary for persistent excellence. It does not mean there is a zero-defect mentality where no mistakes will be tolerated. It means there is a standard of behavior for all Marines and I expect through leadership at all levels that is upheld.

Value of individual Marines: We succeed in this Squadron based on the actions, commitment, effort, and proficiency of individual Marines and their contributions to the success of the team, section, detachment, and squadron. We all come from different walks of life – and not one of us has all the answers! Each Marine will be treated with dignity, respect and given the equal opportunity to excel. I expect each Marine and their leadership to diagnose their strengths and weaknesses in order to improve and leverage accordingly.

Empower Subordinates: We will not expect perfection all the time. This does involve some risk, but we are an independently operating unit, which requires all Marines to be put in situations where the appropriate risk versus gain formula is in place. Moreover, mistakes that are honest in nature without catastrophic consequences will nurture growth. Always remember the success of this unit depends on our ability to empower subordinates to learn and grow resulting in highly functioning teams and sections!

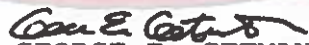
Set the example: All leaders will set the example in terms of proficiency, professionalism, conduct, fitness, and bearing. If you want to be an effective leader you must set the example amongst your subordinates, seniors, and peers alike. You must be visible, know your job, and participate!

Communication: You have a professional responsibility to interact with one another! This communication goes up and down the chain of command and helps unit cohesion. It is a leader's responsibility to counsel their Marines on a regular basis and give them every opportunity to improve. Use professional tact when correcting Marines whenever possible, but each Marine must know where he or she stands in terms of evaluations and leadership roles. If an individual Marine has an idea on how to improve the unit as a whole or a concern of some nature either pass it up the Chain of Command or figure out a professional, responsible, and effective way to ensure I receive the information.

Efficiency: This is key to mission success, morale of our Marines, and the long-term sustainment of our families. I know that our mission will sometimes call for long hours, time in the field, or deployments away from home. We must maximize the time when we are in the field, garrison, or preparing for operations as this is paramount to being ready and translates into efficiency in the accomplishment of the mission. Conversely during periods when we are not operationally engaged it is important that we invest in the long-term success of our Marines. This means ensuring opportunities for professional and personal growth via Professional Military Education, off-duty education, while also ensuring we take the time to attend to the needs of our families.

Semper Fidelis

MACS-2


GEORGE E. GETMAN

Lieutenant Colonel, United States Marine Corps

MACS-2 COMMANDING OFFICER'S VIOLENCE PREVENTION POLICY LETTER



I charge all members of MACS-2 to remain alert and vigilant to the respective behaviors, interactions, and attitudes of all Marines and Sailors in an effort to mitigate actions that would threaten a safe work environment. All actions to include threats or disruptive behavior that raise questions or signal opportunity for violent activities will be dealt with immediately.

It is the responsibility of all Marines and Sailors to report through proper channels all actions that potentially threaten the safety or well-being of members of MACS-2. All reports will be taken seriously! I encourage you to continue to be professional in your interactions as joking about matters of violence that could potentially harm members of MACS-2 will be dealt with seriously and reported through proper channels. Our duty is to **recognize, report, and respond!** This takes all of us and often escalation can be avoided if leadership and Marines and Sailors at all levels are involved accordingly.

It is easier to ignore and dismiss words or actions if you are not sure of the intent of an individual or the potential unintended consequences of remaining silent. However, I urge you to do what is right and use all of your resources to report actions or words that could undermine the safety of MACS-2 Marines and Sailors. If you are unsure of how to handle a situation talk to the first supervisor in your chain of command, contact PMO, or NCIS for guidance.

For follow on information contact your Detachment or Squadron Violence Prevention Officers.

Semper Fidelis


GEORGE E. GETMAN

Lieutenant Colonel, United States Marine Corps

MCAS Cherry Point PMO:	(252) 466-3615
MCAS New River PMO:	(910) 449-6111
MCAS Beaufort PMO:	(843) 228-6161

MACS-2 COMMANDING OFFICER'S STATEMENT ON SEXUAL ASSAULT PREVENTION AND RESPONSE



The bottom line is Sexual Assault is a crime and will not be tolerated at MACS-2! All offenders will be held accountable under the Uniform Code of Military Justice and victims will be treated with dignity, privacy, and respect. Each victim will be assisted by a Sexual Assault Prevention Response (SAPR) Victim Advocate. Additionally, victims have the right to submit a restricted or unrestricted report.

I charge all Marines and Sailors to understand the definition of Sexual Assault and be clear on when an individual can and cannot legally give consent. Sexual Assault is something that goes against our core values of Honor, Courage, and Commitment and will have devastating impacts on Marines and Sailors, families, and the unit as a whole.

In MACS-2, it is imperative that Marines and Sailors are familiar with MCO 1752.5C SAPR Program while knowing Detachment SAPR Victim Advocates. To the maximum extent possible I charge all Marines and Sailors to intervene if observing inappropriate behavior and notify appropriate personnel accordingly.

Marines and Sailors must continue to receive training on all elements of the SAPR program. The goal is for all to have a safe and functioning work environment where trust exists - allowing us to effectively accomplish our mission.

Semper Fidelis


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Lieutenant Colonel, United States Marine Corps

MCAS Cherry Point 24/7 Sexual Assault Helpline: (252) 665-4713
MCAS New River 24/7 Sexual Assault Helpline: (910) 750-5852
MCAS Beaufort 24/7 Sexual Assault Helpline: (843) 321-6009
DOD Safe Helpline: (877) 995-5247

MACS-2 COMMANDING OFFICER'S SAFETY POLICY

The bottom line is everything we do on a daily basis involves some level of risk. It is important to recognize that safety will be part of the planning process for every maintenance, training, operational, and individual event where MACS-2 Marines participate. In some instances safety concerns are obvious and other times foresight, experience, and attention to detail are needed to mitigate potential negative impacts.




My goal is to have zero on or off duty mishaps in MACS-2. That starts with personal accountability and looking out for your fellow Marines and Sailors. All choices we make should involve some form of risk management. So, the approach to safety is not to eliminate training, recreation, maintenance, or operations, but to appropriately assess the risk level of each event, maximize ways to mitigate, and ensure decisions are made at the proper level. In all elements involving safety, it is important to have personnel who are independent and not directly involved in execution to observe key movements and provide sufficient adjustments as needed.

In MACS-2, ensuring that Marines and Sailors receive the appropriate rest-to-work balance is critical to maximizing safety. The nature of our mission and gear require clear minded, focused, and alert Marines to accomplish our myriad of tasks. Leaders at all levels must focus on eliminating complacency and ensuring when danger exists appropriate markings/signs are displayed in accordance with safety regulations. Sometimes simply taking one more minute to think before completing an action can be the difference in avoiding a bad outcome.

Marines and Sailors of MACS-2, stay engaged, observant, and realize every individual has a role in Safety and the ultimate success of our Squadron!

Semper Fidelis


GEORGE E. GETMAN

MACS-2
Lieutenant Colonel, United States Marine Corps

MACS-2 COMMANDING OFFICER'S POLICY ON UNIT, PERSONAL, AND FAMILY READINESS PROGRAM

The only way we accomplish our mission in MACS-2 is by ensuring we consistently engage on the welfare and readiness of our Marines and Sailors. A large part of the readiness and well-being of the individual Marine is knowing their family is happy, adjusted, and has all of the resources to succeed.




In MACS-2, our Unit, Personal, and Family Readiness Program (UPFRP) has four tenets that are aimed at ensuring our families get information, deployment support, get access to resources, and have the opportunity to participate in the process if they so choose.

- **Official Communication:** Appropriate personnel are designated to ensure families receive information on a standardized basis with consideration to Operational Security in all cases.
- **Deployment Support:** Our Deployment Readiness Coordinator (DRC) and primary Uniformed Readiness Coordinator (URC) are in place to assist families with deployment support and communication to ensure all are informed to the maximum extent possible.
- **Readiness and Resource Support:** This part of the program aims to ensure families are aware of all resources that exist on each respective installation to support their needs and interests. Our DRC and URC stand ready to provide readiness and resource support as necessary.
- **Volunteer Management:** This allows family members to have a voice in the family readiness process or to just help with specific events. This will be coordinated in conjunction with the URC.

My goal for MACS-2 is that family members always feel informed. Families should always know where to go and who to contact to get what they need, and feel like members of the larger MACS-2 family. MACS-2 will ensure that leaders at all levels are maximizing UPFRP opportunities for Marines and Sailors to balance personal and professional requirements and opportunities. Our mission is a demanding one, but through our DRC / URC MACS-2 will ensure we are incorporating events that involve families as much as possible.

Semper Fidelis


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MACS-2 COMMANDING OFFICER'S PROHIBITED ACTIVITIES AND CONDUCT PREVENTION AND RESPONSE POLICY STATEMENT



All members of MACS-2 will be treated with dignity, fairness, and respect. The equal opportunity to succeed in this Squadron will be provided to all Marines and Sailors without regard to race, religion, age, gender or national origin. Our primary purpose is to be mission ready at all times while ensuring all of our Marines and Sailors have a work environment where trust, safety and conditions are set to maximize success. The following list includes what is considered prohibitive activities and conduct and will not be tolerated in MACS-2:

- Bullying, hazing, ostracism, and retaliation
- Harassment (including sexual harassment)
- Wrongful distribution or broadcasting of intimate images
- Certain dissident/protest activity (includes supremacist activity)
- Unlawful discrimination based on race, color, national origin, religion, or sex (including sexual orientation / gender identity)

I charge all Marines and Sailors to foster an environment that is fair and promotes trust for all members. If you believe that prohibited activities and conduct are occurring notify an equal opportunity representative and have them attempt to resolve the issue as soon as possible. Be clear on the Informal Resolution System and how to effectively and efficiently inform the appropriate members of your chain of command in a timely manner.

In MACS-2, we must be ready to accomplish our mission at all times and all of these prohibited activities clearly detract from that. Marines and Sailors must be treated fairly and with dignity at all times. If a Marine or Sailor does make a complaint based on the above prohibited activities and conduct list there will be absolutely no reprisal or attempts at retaliation for those Marines and Sailors.

For follow on information contact your Detachment, Squadron, Group, or Wing Equal Opportunity representatives.

Semper Fidelis


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MACG-28 Equal Opportunity representative: (252) 466-3729
2d MAW Equal Opportunity representative: (252) 876-6345