



COMMANDING OFFICER'S POLICY ON HAZING



BOTTOM LINE: HAZING WILL NOT BE TOLERATED OR CONDONED

Hazing is contrary to our core values of Honor, Courage, and Commitment. It is a tool used by the ignorant and weak that are unable to lead utilizing the proven methods taught in the Marine Corps and Navy. Most importantly though, **hazing degrades our combat readiness**. If I receive indications that hazing is occurring or has occurred in or outside of our Squadron by one of its members, I will aggressively investigate the allegations and ruthlessly prosecute the perpetrators. If a member of our Squadron is a victim of hazing outside of this command I will engage all means for prosecution of the perpetrators. No one should ever be subjected to hazing, in or outside of this command.

The definition for hazing is "any conduct whereby a military member, without proper authority causes another military member to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to perpetrate any such activity is also hazing. Hazing need not involve physical contact; it can be verbal or psychological in nature. Actual or implied consent to acts of hazing does not eliminate culpability of the perpetrator."

The following are a few examples of hazing:

- Physically striking another to inflict pain outside of authorized training like MCMAP
- Piercing another's skin in any manner (pinning new rank)
- Verbally berating for the sole purpose of belittling or humiliating
- Encouraging another to consume excessive levels of alcohol
- Encouraging another to engage in illegal, harmful, demeaning, or dangerous acts
- Playing ridiculous tricks
- Threatening violence or bodily harm on another
- Branding, taping, tattooing, shaving, greasing, painting another
- PT beyond the level required to meet standards
- Forcing another to consume food, alcohol, drugs, or any other substance

Properly documented formal counseling is the preferred course of action for dealing with substandard performance, NOT HAZING. Marines that fail to meet the standard on a consistent basis should have ample written counselings to enable leadership to expel the Marine from the Marine Corps through low Pro/Con marks, competency review boards, and adverse Fitness Reports.

Extra Military Instruction (EMI) is not hazing. Proper EMI requires careful identification of a deficiency and the measured application of a logically related corrective measure.

If you have questions about hazing and EMI, check with your unit leaders and do not hesitate to consult the chain of command. Every leader in the Squadron from myself down is here to support the Marines.


M. P. KUSNERAK



COMMANDING OFFICER'S POLICY ON VIOLENCE PREVENTION



It is our Squadron's policy to promote a safe environment for its Marines, Sailors, and civilians. The squadron is committed to working with our Marines, Sailors, and civilians to maintain a work environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. While this kind of conduct is not pervasive within our unit, no unit is immune.

Every organization may be affected by disruptive behavior at one time or another. Harassment, intimidation, threats, violence and other disruptive behavior in our workplace will not be tolerated; reports of any of these types of behaviors will be taken seriously and will be dealt with appropriately. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

If a Marine, Sailor or civilian makes a threat and or commits an act of intimidation or violence that is substantiated by an appropriate law enforcement agency, I'll take appropriate action using the full range of options at my disposal. As your Commanding Officer, I will not tolerate disruptive, threatening, or violent behavior in the workplace. All reports of incidents will be taken seriously, investigated, and dealt with appropriately. Leadership at all ranks needs to remain vigilant and maintain situational awareness to prevent incidents prone to escalate into disruptive or violent behavior. I will investigate all violent incidents and threats, monitor trends and institute corrective actions. I will hold all supervisors accountable for maintaining a workplace free from retaliation.

Threats that require immediate law enforcement involvement, assaults and other suspected crimes, shall be reported immediately to MCAS Cherry Point PMO.

We need your cooperation to implement this policy effectively and maintain a safe working environment. Do not ignore warning signs/indicators of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. If you observe or experience such behavior by anyone, whether they are in our unit or not, report it immediately through the chain of command or directly to our Violence Prevention Officer (VPO) in order to immediately investigate and initiate appropriate action as required. Leaders, supervisors, and managers who receive such reports shall seek advice from the VPO regarding conducting an inquiry into the situation and initiating appropriate action.

I will support all efforts made by leaders at every level in dealing with harassment, intimidation, threats, violence and other disruptive behavior and will monitor whether this policy is being implemented effectively. I will accept nothing that jeopardizes your safety or the safety of our brothers and sisters, nor will you. *Be Marines.*

M. P. KUSNERAK



COMMANDING OFFICER'S POLICY ON SEXUAL ASSAULT PREVENTION AND RESPONSE



Sexual assault destroys trust and erodes the unit cohesion that is critical to our ability to succeed at our number one priority, Warfighting. Further it diminishes the legacy and reputation of our squadron and the United States Marine Corps.

Sexual assault involves unwelcome and **nonconsensual criminal** acts ranging from inappropriate gestures and sexual touching to rape. No form of sexual assault is ever acceptable. Allegations will be taken seriously, thoroughly investigated, and those substantiated will be processed in accordance with the Uniform Code of Military Justice.

Prevention-focused leadership starts with us, as a unit, fostering and sustaining a healthy command culture and an atmosphere of mutual trust, respect, and dignity. All Marines and Sailors have a responsibility to take care of one another, to include intervening to prevent sexual assault, and to support those who fall victim to sexual assault.

At the core of sexual assault is a lack of respect and consent. Consent is freely given words or overt acts indicating agreement to sexual activity by a competent person. **Consent cannot be given due to fear, based on how someone is dressed, or possible if someone is impaired due to drugs, alcohol, or unconsciousness.**

There are two reporting options available: **Unrestricted** and **Restricted**, as defined below:

Unrestricted Reporting: allows a victim to receive medical, informational, advocacy and emotional support, and may cause an official investigation through the chain of command and law enforcement to ensue. Even though the report is "unrestricted," confidentiality will be strictly maintained to only those with a need-to-know.

Restricted Reporting: allows a victim to disclose sexual assault and receive support services while maintaining confidentiality. Reports or details shared with the SARC, healthcare professionals, or a victim advocate will not be reported to law enforcement or to the chain of command for investigation.

There is no tolerance for sexual assault and we must strive to eliminate it by acting and intervening to protect and preserve human dignity and the integrity of our core values. Our conduct, on and off duty, must epitomize the pride we have in ourselves, our families, and our Corps. **We will do the right thing, for the right reasons, all the time. We will be Marines.**

Those seeking assistance can speak confidentially with the unit victim advocates, the SARC, or the SAPR hotlines: Cherry Point 24/7 Line (242) 665-4713; DoD Safe Helpline (877) 995-5247. Information is also available on the DoD Safe Helpline website: SafeHelpline.org.


M. P. KUSNERAK



COMMANDING OFFICER'S POLICY ON PROHIBITED ACTIVITIES AND CONDUCT



The world's finest fighting force is comprised of virtually every race, culture, ethnicity, religion, gender and economic background. The Marine Corps is built on Core Values and the trust and teamwork shared between individual Marines and their leaders. Inherent in this trust is the understanding that fair and unbiased treatment is the standard. No Marine or Sailor will undermine this tradition by treating another unfairly based on color, sex (including gender identity), sexual orientation, race, religion or national origin.

We will not tolerate any form of harassment or discriminatory conduct to include hazing, bullying, wrongful distribution or broadcasting of intimate images, certain dissident and protest activity within this squadron. Such conduct – real or perceived – erodes the cohesiveness and mutual trust among the members of this unit and undercuts our combat effectiveness.

Marines who feel they have been treated unfairly should report the incident to their chain of command or resolve using the informal resolution process. The key to preventing a culture of mistrust is the quick identification and openly addressing the issues with the chain of command so a single incident can be prevented from developing into a culture. Reprisal or acts of intimidation related to a prohibited activities and conduct complaint will not be tolerated and is subject to disciplinary and/or adverse administrative action.

Equal Opportunity is everyone's responsibility. Anyone who witnesses an act of discrimination or harassment has a responsibility to address, correct or report the inappropriate behavior immediately. Equal Opportunity complaints may be addressed through informal or formal procedures. Equal Opportunity complaints will be investigated and resolved in a timely and thorough manner. Marine Corps Order 5354.1E provides several avenues to seek formal redress, the Request Mast process is the preferred method for filing a formal complaint. Our Equal Opportunity Representative is available to assist you.

We will demand excellence, reward outstanding performance, remediate substandard performance and administer military justice with the same equality with which we offer opportunities to excel. All Marines will be treated with respect. The practices of discrimination and hazing are out of character with the tenets of our core values, our military discipline, and our standards of conduct. We will live by the warrior ethos to protect, defend, and treat others with dignity and respect. We will *be Marines*.

M. P. KUSNERAK



COMMANDING OFFICER'S POLICY ON SAFETY



Goal: Zero preventable on- and off-duty accidents that result in personal injury and/or equipment damage in order to maximize combat readiness

Marine Corps Order 5100.29B states that death, serious injury and the loss of materiel assets due to mishaps directly and negatively impacts the warfighting capability of the entire Marine Corps.

In keeping with the Commandant's intent, safety should be a culture that preserves all resources through risk management, reinforces on- and off-duty safe behavior, and results in an enhanced state of combat readiness. Safety is more than a program or a priority - safety is a personal value that must be inherent in everything that we do, on- and off-duty. Safety allows us to make risk decisions and prevent needless, self-inflicted loss. When safety is a value, rather than a priority, then we are less likely to compromise safety at work, in combat, at home, or on the road. Safety must be an integral part of who we are.

Leadership at every level must be engaged to counter complacency and create an environment where safety is valued and everyone looks at every evolution from a risk versus reward perspective. Our standard range safety brief states that **everyone is a safety officer** - we must make this a reality in every environment. I am committed to fostering a culture that identifies risks and **proactively** deals with the risks before they become injuries, accidents, or incidents. Marines and Sailors will not **cut corners** or **bend the rules** but will exercise the integrity and discipline to follow procedures and make informed risk decisions. The process of identifying the risk and implementing appropriate controls or consciously accepting the risk is critical and must never be interpreted as a "check in the box." Leaders are held accountable for mishaps that occur during working hours. Reckless disregard or failure to completely understand the risk associated with our profession is unacceptable. Leaders must continuously comprehend the risks and weigh that with the potential reward.

Our greatest threat will be off-duty vehicle or motorcycle accidents. Many of these incidents will involve alcohol, excessive speed, and/or fatigue. To combat this challenge we will emphasize the below:

- **DO NOT** drink and then drive.
- **DO NOT** use personal electronic devices while driving.
- **DO NOT** get into a vehicle with someone who has been drinking.
- Motorcyclists **must** complete the mandated Marine Corps training and wear appropriate PPE.
- All leaders will stay informed on subordinate's plans during leave and liberty periods/weekends.

A successful safety program is not complex. However, as Marines in aviation there is risk all around us and what we do (or fail to do) can have catastrophic effects. Accept nothing that jeopardizes your safety or the safety of our brothers and sisters. *Be Marines.*


M. P. KUSNERAK