



HMH-366 Hammerheads Command Policy Statements



“The honor of my squadron is my own”

We will preserve our most important asset... YOU! These policy statements provide commander’s intent and amplification on the existing Marine Corps Orders and Programs governing force preservation. While we do not wish to restate the contents of the applicable directives, you need to know up front that we will not do the enemy’s job. We will hold individual Marines and leaders at all levels accountable for setting the example and doing the right thing on and off-duty. **You are US Marines, Sailors and Hammerheads... live up to title you’ve earned and take care of each other.**

Safety and Risk Management – Our numbers are small and our resources are scarce. We need every Marine and Sailor to be in the fight pulling their weight. Short-cuts are not the answer. Only through hard work, efficiency and innovative thinking can we achieve more with less. Our published procedures are written in blood and we will comply fully or request authorization to deviate on a case-by-case basis from the source of the directive. On and off-duty, we will approach risk management in a deliberate manner accepting risk at the appropriate level and only when the benefits outweigh the cost. **Have a plan and stick to the plan. Have the courage to call ‘knock-it-off’.**

Ref: MCO 5100.29B (Safety Program)

POC – DSS & QA

Equal Opportunity and Sexual Harassment - As Marines and Sailors, we all have the right to work and live in positive environment that recognizes the value of each member of our team. As such, opportunities in this squadron will be based solely on individual merit, fitness, and ability. It is everyone’s responsibility to ensure that discrimination and sexual harassment do not occur. Any action or behavior that degrades an individual or compromises unit effectiveness will not be tolerated. Always attempt to resolve issues at the lowest level possible by addressing the issue directly. If an informal approach does not work via the regular chain of command, you are advised to use formal methods which can include Request Mast. **Look out for one another and treat each other as family.**

Refs: MCO P5354.1 (EO) and MCO 1000.9A (Sexual Harassment)

POC – EO Officer

Sexual Assault Prevention and Response (SAPR) – Sexual assault is defined as intentional sexual contact, characterized by use of force, threats and intimidation, or abuse of authority or when the victim does not or cannot consent. There is zero tolerance for crimes of this nature. We will honor the dignity and respect of individuals at all times and stand up for those who may be vulnerable to assault. Be especially watchful for situations where alcohol consumption could lead to assault and intervene as required. Each of you will be held accountable for your actions and ensuring compliance with these policies. **Be a professional and do the right thing.**

If you are a victim, no matter how much time has passed, please report the incident so your physical and mental wellbeing can be attended to. All victims (regardless of Restricted or Unrestricted Reporting) will be treated with dignity and respect and all cases will be handled with discretion, care, and privacy.

Refs: MCO 1752.5 (Sexual Assault)

POCs – UVAs, 24/7SAPR Helpline 910-238-6384

Hazing, Initiation and Rites of Passage - Hazing is an act where one service member inflicts any form of physical or psychological abuse that degrades, insults, dehumanizes, or injures another Marine or Sailor. You may not consent to Hazing and we are counting on each of you to set the example and take action to prevent, intervene and report this crime. Any form of hazing will not be tolerated and you will be held accountable for your actions in accordance with the UCMJ. Hazing can be reported through your chain of command or other avenues such as the chaplain or EO advisor. **You've earned the title of US Marines and Sailors... there are no other rites of passage.**

Ref: MCO 1700.28 (Hazing)

Crisis Intervention – Ours is a difficult and sometimes dangerous mission that requires complete dedication and focus. We recognize that we are all human and are dealing with individual challenges both on and off the job. As a family, we need to identify when someone is struggling and lift them up by seeking assistance and getting the help they need. **Suicide is a permanent solution to a temporary problem... there is no problem so great that we cannot overcome it together.**

Ref: MCO 1720.2 (Suicide Prevention Program)

POC – DSTRESS Line 1-877-476-7734

Substance Abuse – Abusing alcohol, prescription drugs, over-the-counter drugs or using illicit substances is contrary to our Marine ethos and degrades unit readiness. These behaviors will not be tolerated and there will be no leniency on this policy. If you have a substance abuse problem or know someone who does, get help immediately by contacting the SACO, chain of command, or other avenues such as the chaplain.

Hammerhead functions will not promote or glamorize the consumption of alcohol and we expect those who choose to partake legally, to do so in moderation while maintaining the high standards of behavior expected of US Marines. Those who are of age, will not serve alcohol to underage Marines. We expect all Hammerheads to enforce these standards of conduct and take action to prevent alcohol related incidents. **We need you to be at your best.**

Refs: MCO 1700.22F (Alcohol Control) and MCO 5300.17 (Substance Abuse)

POC – SACO

Unit, Personal and Family Readiness - HMH-366 is more than just a helicopter squadron... we are a family. Our family consists of Marines, Sailors, their spouses and children, their parents and siblings and anyone that they consider part of their support network. This family support network is what allows us to be ready at a moment's notice. Through the Unit Personal and Family Readiness Program (UPFRP) we will achieve ready and resilient Marines and families that are equipped with the knowledge and skills necessary to successfully meet the challenges of squadron life. Our Family Readiness Officer, Elaina Avalos does a fabulous job keeping the Hammerhead family informed and knowledgeable via regular correspondence. Thank you all for your continued sacrifices and dedication to our Nation, our Corps and the Hammerhead family!

Ref: MCO 1754.9A (UPFRP)

POC – FRO Ms. Elaina Avalos

End State – Be ready, be professional, and keep your honor clean. Always remember our motto... **“The honor of my squadron is my own”.**

Jade Campbell

J. CAMPBELL
Lieutenant Colonel
Commanding Officer
HMH-366

John Kennedy

J. M. KENNEDY
Sergeant Major
HMH-366