



## IRONHORSE POLICY STATEMENTS

As the Commanding Officer of HMH-461, it is my responsibility to establish a command climate that is conducive to the accomplishment of our mission while ensuring the welfare of all Ironhorse Marines, Sailors, civilian personnel, and families. The following programs will help facilitate our success in this endeavor:



**SEXUAL ASSAULT PREVENTION AND RESPONSE:** Sexual Assault is a crime that is completely incompatible with our core values of Honor, Courage, and Commitment. It is an affront to the basic American principles we so bravely defend. Sexual assault goes against everything we claim to be as Marines. As set forth in the Marine Corps Sexual Assault Prevention and Response (SAPR) Program (MCO 1752.5B), we will eliminate the occurrence of sexual assault by strengthening a culture of prevention through risk reduction, education and training, response capability, victim support, and offender accountability. Our squadron Uniformed Victim Advocates (UVA) are always available to provide assistance.

**EQUAL OPPORTUNITY and SEXUAL HARASSMENT:** As per MCO P5354.1D, HMH-461 will provide an Equal Opportunity (EO) for all military members without regard to age, race, color, gender, sexual orientation, sexual identity, ethnic background, religion, national origin, or social upbringing. The Marine Corps is built on the trust and teamwork shared between individual Marines and their leaders. Inherent in this trust is the understanding that fair, scrupulous, and unbiased treatment is the Marine Corps leadership standard. EO is everyone's responsibility. Violations of this policy will not be tolerated, report violations via your chain of command or EO representatives.

**HAZING, INITIATIONS, and RITES OF PASSAGE:** MCO 1700.28 defines hazing as any conduct whereby one military member causes another military member to suffer or to be exposed to any activity which is cruel, abusive, humiliating, or oppressive. Hazing creates an environment of fear and reprisal, destroying the teamwork, combat readiness, and the trust and confidence central to unit cohesion. Hazing is contrary to our core values of Honor, Courage, and Commitment, is prejudicial to good order and discipline, and will not be tolerated in the Marine Corps.

**SUICIDE PREVENTION:** In accordance with the Marine Corps Suicide Prevention Program (MCSP, MCO 1720.2), we will strive to reduce suicides and suicide attempts by learning, and putting into practice, the skills required for maintaining a healthy lifestyle that promotes psychological health, physical readiness, and positive stress management. Leaders at all levels, along with medical staff, chaplains, counselors, and mentors are available to assist 24 hours a day, 7 days a week. If you know of someone in need, it is your obligation to act and to report. Together we can save the life of a fellow Marine or Sailor!

**UNIT, PERSONAL, AND FAMILY READINESS:** Ironhorse Marines and their families are our most valuable resource. The requirement stands that you are able to deploy within 96 hours of notification. Personal and family readiness is directly linked to our operational unit readiness and mission success. Through the Unit, Personal and Family Readiness Program (UPFRP, MCO 1754.9A) we will achieve ready and resilient Marines and families that are equipped with the knowledge and skills necessary to successfully meet the challenges of military life. Judy Robinson, our Family Readiness Officer (FRO) will assist us in ensuring the Ironhorse family remains informed and knowledgeable. Two-way communication is the key to our success! Thank you for your dedication to our Nation, Corps, and the Ironhorse family!

Semper Fidelis,

**Lieutenant Colonel Scott T. Trent**  
**Commanding Officer, Marine Heavy Helicopter Squadron 461**