



## HMH-464 COMMAND POLICIES

### **ENDSTATE:**

HMH-464 provides a command climate that is professional, conducive to mission accomplishment, and provides the opportunity for all Marines and Sailors to honorably serve and excel. We will remain focused on combat readiness while ensuring the development, resiliency, and quality of life of all Condors.

**SAFETY and RISK MANAGEMENT:** Safety is a byproduct of professional excellence; our goal is zero preventable mishaps. We will measure our professionalism and effectiveness as a premier fighting organization, in part, by our safety record. Caring about fellow Marines, Sailors, and civilians knows no rank. If you see something unsafe, address it immediately, regardless of seniority. We must incorporate the tenets of Operational Risk Management into the planning and execution of our flight operations, maintenance efforts, and liberty activities per MCO 5100.29 and MCO 3500.27.

**SEXUAL ASSAULT PREVENTION AND RESPONSE:** Sexual assault crimes directly conflict with our Core Values. You can be a Marine or Sailor, or a convicted sex offender but not both. MCO 1752.5 outlines the Marine Corps Sexual Assault Policy. Violations of this policy will not be tolerated. Uniformed Victim Advocates (UVA) and our Chaplains are available for assistance. These Marines and Sailors have been trained to assist sexual assault victims and ensure they receive proper care.

**EQUAL OPPORTUNITY and SEXUAL HARASSMENT:** Marines fight side-by-side regardless of race, gender, religion, ethnic background, sexual orientation, or social upbringing. We all chose this Profession of Arms, which includes defending the values that our country holds most sacred. Discrimination or harassment of any kind opposes this most fundamental mission. MCO P5354.1 details our Equal Opportunity (EO) policy. Violations of this policy will not be tolerated. EO representatives are available for assistance.

**HAZING, INITIATION and RITES OF PASSAGE:** There is a difference between power and authority. You may be granted authority by the uniform you wear, the rank you have earned, or the billet you have been entrusted to hold. Hazing is a perversion of this authority into a display of power over an individual or group of individuals. MCO 1700.28 defines hazing as any conduct whereby one military member causes another military member to suffer or be exposed to an activity which is cruel, abusive, humiliating, or oppressive. This perversion will not be tolerated.

**CRISIS INTERVENTION and SUICIDE PREVENTION:** Keep your eyes on the horizon. If you know of someone in need, it is your obligation to act and report. This is just one chapter of many in your life; only you can let circumstances define you. Broken hearts will heal, bankruptcy can be overcome, drug/alcohol abuse can be treated. Death cannot be undone. Your chain of command, Chaplains, team leaders, and mentors are available for assistance 24 hours a day, 7 days a week.

**It is my honor to serve as your commanding officer.** It is my responsibility to set the conditions and climate for your success. It will not be easy – it will require discipline and leadership at every level. Working TOGETHER we will continue to embody and honor the sacred pride, trust and camaraderie that marks us United States Marines.



Lieutenant Colonel Matthew B. Robbins  
Commanding Officer, Marine Heavy Helicopter Squadron 464  
***Choices, Consequences, Courage***