IRONHORSE VIOLENCE PREVENTION POLICY

The Ironhorse are committed to working with our Marines and Sailors to maintain a work environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. Violence, of any sort, has no place in Marine Heavy Helicopter Squadron 461
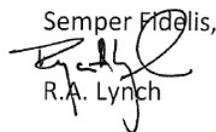
Every organization may be affected by disruptive behavior at one time or another – however it *will not be tolerated* at HMH-461. It is every Marine or Sailor's responsibility to report these types of inappropriate behavior. Any reporting will be taken seriously and will be dealt with appropriately. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

We need your cooperation to implement this policy effectively and maintain a safe working environment. Do not ignore warning sings/indicators of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. If you observe or experience such behavior by anyone on the installation, whether he or she is an Ironhorse or not, report it immediately to your chain of command or PMO. Leaders who receive such reports shall seek advice through the chain of command.

I support all efforts made by our leaders at every level in dealing with harassing, intimidating, violent, threatening or other disruptive behavior in our squadron. Take care of each other – each and every Marine and Sailor should be able to depend on those to their left and right yet not be afraid of them. This is simply accomplished by treating one another with dignity and respect.

Threats that require immediate law enforcement involvement, assaults and other suspected crimes, shall be reported immediately to PMO at (910) 449-6111 or 911.

If any member of our squadron is exposed to, witnesses, or becomes aware of a potential violence incident, then I expect you to intervene and immediately report the incident to the chain of command.

Semper Fidelis,

R.A. Lynch

REF: MCO 5580.3 (Violence Prevention Program)