

## HMLA-469 Policy Statements



My responsibility as your Commanding Officer is to provide a Command Climate that is professional, conducive to mission accomplishment, and provides the opportunity for all Marines and Sailors to excel and advance within the Marine Corps and the United States Naval Service. All Vengeance Marines and Sailors must take an active role in ensuring this climate is fostered throughout the unit at all levels.

**Statement on Safety:** Safety is a byproduct of professional excellence and forms the foundation of everything we do. Our goal is zero preventable mishaps. We will measure our professionalism and effectiveness as a premier fighting organization, in part, by our safety record. No mission or activity in garrison is so important as to risk the life or safety of a Marine or Sailor, or damage our vital equipment. If you see something unsafe, address it immediately, regardless of seniority. We must incorporate the tenants of operational risk management into all planning and execution of our flight operations, maintenance efforts, and liberty activities per MCO 5100.29 and MCO 3500.27.

**Statement on Sexual Assault:** Sexual assault crimes directly conflict with our Core Values of *HONOR, COURAGE, and COMMITMENT*. Sexual assault is a felony. You can be a Marine or Sailor, or a convicted sex offender but not both. The Marine Corps Sexual Assault Policy is outlined in MCO 1752.5. Violations of this policy will not be tolerated. Uniformed Victim Advocates (UVAs) and Chaplains are available for assistance. These Marines and Sailors have been trained and entrusted to assist sexual assault victims and ensure they receive proper care. If you have been sexually assaulted, if you have witnessed a sexual assault, or if you have information about a sexual assault, contact a UVA - the UVAs are bound by law to maintain your confidentiality.

**Statement on Equal Opportunity:** Marines fight side-by-side without regard to race, gender, religion, ethnic background, or social upbringing. The Marine Corps is a results based organization. We all chose this profession of arms, which includes defending the values that our country holds most sacred. Discrimination of any kind opposes this most fundamental mission. EO representatives are available to assist. Our Corps' Equal Opportunity (EO) policy is detailed in MCO P5354.1. Violations of this policy will not be tolerated. Consequences of policy violation include judicial and non-judicial punishment.

**Statement on Hazing:** 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 behavior opposes the good order, discipline, and teamwork required for combat. Violations of this policy will not be tolerated. Marines earned the right to wear this uniform when they graduated boot camp or Officer Candidate School - no further initiation is required.

**Statement on 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. Almost anything broken can be fixed, any wrong righted. Broken hearts will heal, bankruptcy can be overcome, drug/alcohol abuse can be treated. Dead cannot be undone. Know the Marine on your left and right - let them know you. Know the signs and indicators of suicide and "be the Marine" that intervened to save the life of a teammate who has lost the way. Your chain of command, Chaplains, team leaders, mentors, and peers 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 require discipline and leadership at each and 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 Richard D. Joyce  
Commanding Officer, Marine Light Attack Helicopter Squadron 469

**"Attack with Vengeance!"**