



Commanding Officer's Violence Prevention Policy



RESPONSIBLE, READY, RELEVANT

It is Marine Air Control Squadron-2's (MACS-2) policy and responsibility to promote a safe environment for the MACS-2 "family"—all assigned Marines, Sailors, and Civilians. MACS-2 is committed to working with its family to maintain a work environment free from acts of harassment, intimidation, threats of violence, and other disruptive behavior. While this kind of conduct is not pervasive within our unit, no unit is immune.

Every organization may be affected by disruptive behavior at one time or another. Harassment, intimidation, threats, violence and other disruptive behavior in our workplace will not be tolerated; reports of any of these types of behaviors will be taken seriously and will be dealt with appropriately including reporting to Provost Marshal's Office (PMO). Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. All such behavior has significant negative impact on our unit readiness.

If a MACS-2 family member observes and reports or makes a threat and/or commits an act of intimidation or violence that is substantiated by an appropriate law enforcement agency, I will, as the Commanding Officer, take appropriate action using the full range of options at my disposal.

We need your cooperation to implement this policy effectively and maintain a safe working environment. I need you to responsibly execute this guidance in order to responsibly execute my responsibilities so that we may all ensure our continued successes. Do not ignore warning signs/indicators of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. If you observe or experience such behavior by anyone on an installation, whether he or she is a unit member or not, it is your responsibility to report it immediately to a leader, supervisor, manager, PMO/MCPD or Naval Criminal Investigative Service's (NCIS) Threat Management Unit (TMU). Leaders, supervisors, and managers who receive such reports shall seek advice from your local Violence Prevention Officer (VPO) regarding conducting an inquiry into the situation and initiating appropriate action.

Threats that require immediate law enforcement involvement, assaults and other suspected crimes, shall be reported immediately to your local PMO/MCPD or 911.

I will support all efforts made by leaders, supervisors, and managers in dealing with harassing, intimidating, threatening, violent or other disruptive behavior in our workplace and will monitor whether this policy is being implemented effectively. If you have any questions about this policy statement, please contact the squadron VPO.

J. B. NAYLOR
Lieutenant Colonel, USMC
Commanding

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