



VMFAT-501 COMMANDING OFFICER'S EQUAL OPPORTUNITY POLICY

Dignity and respect form the bedrock of the command's Equal Opportunity policy. Diversity and committed service to our nation and the Corps unite the squadron in a common bond and value system. Our organization is built on trust, respect and team concept on all levels of leadership.

Discrimination is the illegal treatment of a person or group based on race, religion, ethnic background, natural origin, sexual orientation, age, or gender. Discrimination has a negative impact on mission accomplishment, the unit's morale, cohesion and prevents our Marines and Sailors to achieve their full potential. The Command will provide a professional working environment and equality of treatment to all Marines, Sailors, civilians, and United Kingdom personnel.

Sexual Harassment can be defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. It creates an environment that restrains the ability to progress and succeed as a team.

**The Warlords will not tolerate discrimination and/or sexual harassment
of any type or form.**

Every member of the VMFAT-501 Warlord family who encounters or observes acts of discrimination or sexual harassment has a responsibility to take action via Formal or Informal Resolution System (IRS). All unit members are encouraged to seek assistance from command's Equal Opportunity Representative (EOR).

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A. LEVINE



VMFAT-501 COMMANDING OFFICER'S POLICY ON VIOLENCE PREVENTION

Intimidation, disruptive behavior, harassment, and threats of violence are examples of misconduct that will not be tolerated in VMFAT-501.

Heightened awareness of potential violence warning signs are a shared responsibility of the command that require the intervention of the squadron Violence Prevention Officer (VPO), Chain of Command, or PMO.

Common indicators include:

- Social withdrawal
- Distorted perception of being singled out or picked on
- Change in personal appearance
- Holding grudges

Our collective approach will ensure a safe work environment.

A. LEVINE



VMFAT-501 COMMANDING OFFICER'S POLICY ON HAZING

The Warlords' command climate is built on a foundation of professionalism and mutual respect. Hazing erodes this foundation and undermines our mission.

Hazing will not be tolerated

Hazing is defined as causing someone to suffer, or be exposed to an activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful; regardless of service affiliation or rank of the offender or offended.

Hazing can be verbal or psychological in nature, actual or implied and does not require physical contact. To prolong, solicit, or coerce another to continue any such activity is also considered hazing.

Any member of the Warlord family who encounters Hazing has a moral and legal obligation to stop and report it to the chain of command.

A handwritten signature in black ink, appearing to read 'A. Levine'.

A. LEVINE



VMFAT-501 COMMANDING OFFICER'S SAFETY POLICY

Off and on duty, aviation maintenance, and airborne accidents and mishaps resulting in personal injury, damage or destruction of equipment & aircraft collectively erode the ability of the squadron to focus on its primary mission.

Minimize decision making errors with a sound plan, adherence to published procedures, and SOPs.

And when things unexpectedly break, completing immediate actions when required, re-assessing a process or an activity and asking for help may minimize the damage.

Environments change, sometimes quickly and violently, but often times quietly and subtly. Take notice of the world around you. Smartly adapt your plan if it no longer makes sense.

A. LEVINE



VMFAT-501 COMMANDING OFFICER'S POLICY ON SEXUAL ASSAULT

Sexual assault is a crime and will not be tolerated.

Sexual assault is defined as the intentional sexual contact, characterized by the use of force, physical threat of force, or abuse of authority; or when the victim does not or cannot consent.

Victims of sexual assault will be treated with sensitivity, decency, and respect. Command Uniformed Victim Advocates (UVAs) are available for assistance 24/7.

Our core values serve as a benchmark for personal conduct. You cannot be a bystander. Protect each other and intervene when required.

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A. LEVINE



VMFAT-501 COMMANDING OFFICER'S POLICY ON SUBSTANCE ABUSE

Drugs

The Warlords maintain a zero tolerance policy on the possession, use, or distribution of illegal drugs. Violators will be processed for separation.

Alcohol

If you are underage, don't drink. If you are of age, drink responsibly.

Support

If you are struggling, get help. Watch out for each other. Stop a poor decision before it is made.

A handwritten signature in black ink, appearing to be 'A. Levine'. The signature is stylized and cursive.

A. LEVINE



VMFAT-501 COMMANDING OFFICER'S POLICY ON UNIT AND FAMILY READINESS

Although the Warlord mission rests in training F-35 pilots, our eternal focus as Marines and Sailors centers on deployment preparation and readiness.

On an individual level, take personal responsibility and ensure annual training, medical requirements, and other professional responsibilities are completed.

Preparation and attention must be given to our families as they deal with life changing events.

You are not an island.

MCCS, Command FRO, and the Unit Family Readiness Program (UFRP) stand ready to support.

The Command Team and Family Readiness Officer will be responsible for:

- **The organization and support of the Unit Family Readiness Program**
- **The facilitation of family readiness activities and life skills training**
- **Promoting family readiness through education, events, and activities**
- **Providing Marine families access to the tools needed to achieve and maintain their personal family readiness**
- **Ensuring open, accessible communications between family members, Marines, Sailors and the family readiness team**

Our Family Readiness Officer is GySgt David Wilganowski, and he can be reached at 228-9785 or cell phone at (928)-502-1937.

A. LEVINE