



TRAINING AIR WING FIVE COMBINED POLICY STATEMENTS



All members of TRAWING FIVE have an inherent right to work in a safe environment filled with mutual dignity and respect which enables each of you to maximize your full potential and individual merit. I charge each of you to identify, prevent and rectify inappropriate situations, to use all available resources to prevent their occurrence and to immediately inform the chain of command or appropriate agencies if they occur. Any member that engages in or fails to report and/or reasonably prevent any form of discrimination, sexual harassment, sexual assault, hazing or threats of violence will be subject to appropriate disciplinary actions. Reprisal, retaliation, or acts of intimidation related to a complaint are also subject to disciplinary or administrative action.

Equal Employment Opportunity (EEO) and Military Equal Opportunity (MEO). I am dedicated to the fair and unbiased treatment of all members of this command regardless of age, race, color, religion, sex, gender, national origin or sexual orientation. Harassment and prohibited discrimination (specifically, sexual harassment, discriminatory harassment, hazing, bullying, stalking and wrongful broadcast or distribution of intimate visual images) are activities that violate our core values and will not be tolerated.

Sexual Assault. If you have been sexually assaulted, if you have witnessed a sexual assault, or if you have information about a sexual assault, contact a Uniformed Victim Advocate (UVA) or Sexual Assault Response Coordinator (SARC). Victims will be treated with sensitivity, decency and respect, and will receive appropriate medical, emotional, psychological and social services. Reporting an incident of sexual assault may be initiated via the following reports:

- A restricted report allows the victim to receive confidential support services without notification of law enforcement or the command. A restricted report can be made to a UVA, Sexual Assault Response Coordinator (SARC), Healthcare Provider (HCP), or DoD Safe Helpline 24/7 (877-995-5247).

- An unrestricted report also allows a victim to receive support services however an official investigation will be initiated. An unrestricted report can be made to law enforcement authorities or the command, as well as to a UVA, SARC, HCP, Chaplain and DoD Safe Helpline. Although the victim's identity will not remain confidential, care will be given to ensure that it is released only to those with an actual need-to-know (i.e. commanding officer and investigating authorities).

Suicide Prevention: Almost anything can be reversed. Broken hearts will heal, bankruptcy can be overcome, drug/alcohol abuse can be treated and work-related set-backs are not permanent. Death, however, cannot be undone. For support resources when experiencing distress or difficulty addressing problems, seek assistance through the chain of command and by calling the National Suicide Prevention Lifeline at 1800-273-TALK or Military One-Source (1800- 342-9647).

Violence Prevention: 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. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm to personnel, equipment or facilities. If you observe or experience such behavior by anyone on the installation report it immediately to Base Security by calling 911 or 623-7193.

Kenneth M. Kerr
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Commander, Training Air Wing FIVE