

HT-18 Combined Policy Statements

Safety

The Marines, Sailors, Coast Guardsmen, and Civilians of HT-18 are our most precious asset. Without you, we cannot conduct our mission. We will ensure a safe and efficient work environment through professional excellence, discipline, solid decision making, and risk management. Identify the things that can hurt you and mitigate them through common sense and controls. I expect everyone to execute per the book and to remember that this is a training environment, when in doubt, make conservative calls in the air and on the ground. Every X flown here is difficult, do not succumb to complacency, and treat every flight with the respect that it deserves.

Equal Opportunity

I am personally committed to your well-being by fostering an environment of equality and opportunity, void of any discrimination or fear of reprisal. It is my responsibility to facilitate unit cohesion and individual success exclusive from the negative effects of prejudice and misconception that counter good order and discipline. Our unique talent to sustain such a high operational tempo rests in our ability to attract, develop, and retain the most qualified professionals, at all levels, without regard to race, ethnicity, color, gender/sex, religion, national origin, sexual orientation, as well as age, or disability. Assignments will be made based upon merit: past performance, knowledge, skill, initiative, and abilities. Our military is the most diverse organization in the world. Committing any form of discrimination will not be tolerated and substantiated incidents will be dealt with immediately. We are all leaders here. Therefore, I expect every member of this command, both uniformed and civilian, to quickly address or report any issue that does not align with this guidance. Together, we will ensure all members are empowered to serve and work in a fair and equitable environment through trustworthy leadership, continuous communication, and compliance with applicable directives.

Sexual Assault Prevention and Response (SAPR)

Sexual assault will not be tolerated. It is a crime and contradicts our core values. I fully expect all members to treat each other with dignity and respect at all times. Actions that include unwelcome sexual advances, requests for sexual favors, or other forms of non-consensual verbal and/or physical conduct are illegal and will not be tolerated. Every allegation will be treated promptly and fairly with explicit interest in the confidentiality of both the victim and the accused. Any member of this command who feels they are the victim of sexual harassment or any form of unwanted verbal or physical conduct of a sexual nature are encouraged to immediately seek out a Command Sexual Assault Prevention and Response (SAPR) Victim Advocate. I expect each member of our Eagle family to look out for and take care of one another.

**LtCol Daniel W Caroffino, USMC
Commanding Officer, HT-18**