



HELTRARON TWENTY EIGHT Policy Statement



Safety. Aviation operations are inherently risky, and aviation safety is a byproduct of our professionalism. We will mitigate risk in our daily operations by applying the ORM process and using CRM skills – these are the foundation of our safety culture. We will demonstrate our professionalism through knowledge, preparation, detailed plans, thorough briefs, and standardized training. Hellions do not “push” weather – we either have the minimums or we do not; Hellions do not fly “bad” aircraft – the aircraft is either up or down; Hellions do not operate “outside the box” to complete the mission – we think creatively to accomplish the mission while operating within the bounds of our governing instructions, policies, and procedures. Flight training is meant to be challenging, but never unsafe; we can always accomplish the training another day!

Sexual Assault. I have zero tolerance for sexual assault. It is a crime and contradicts our core values. I task every member of the squadron to have a bias for action and take care of one another. Every Hellion will possess the tools to prevent, act, or respond appropriately if a situation occurs. If you have been sexually assaulted, witnessed a sexual assault, or have information about a sexual assault, contact a Uniformed Victim Advocate (UVA). After their immediate safety is guaranteed, victims will be treated with sensitivity, respect, and will receive appropriate medical, emotional, psychological, social, and legal services.

Equal Employment Opportunity (EEO) and Military Equal Opportunity (MEO). I am dedicated to a culture of respect in which we are all valued, understood, respected, and included regardless of age, color, race, gender, sex, religion, national origin, or sexual orientation. There is strength in diversity and I will not tolerate discrimination of any kind. Anyone who witnesses an act of discrimination has a responsibility to address, correct, or immediately report the behavior to the chain of command.

Prohibited Activities and Conduct. I am committed to a culture of dignity, respect, and trust. There is no place in this squadron for prohibited activities and conduct, which consist of: harassment (to include sexual harassment); discrimination; abuse (specifically hazing, bullying, ostracism, and retaliation); wrongful distribution or broadcasting of intimate images; and certain dissident and protest activity (to include supremacist activity).

Suicide Prevention. Almost anything broken may be fixed, any wrong righted. Time heals most wounds, financial assistance is available, drug or alcohol abuse may be treated, and work-related setbacks are not permanent. Death, however, is final. Engaged leadership requires we check in with each other and ask the hard questions. 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).

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