



## 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, exercising CRM skills, and making sound decisions – 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 lines” to complete the mission – we think creatively while operating within the bounds of our governing instructions, policies, and procedures. Flight training is meant to be challenging but should never be unsafe, and a safety-focused culture and mindset will permeate every aspect of our pre-flight, in-flight, and post-flight duties and responsibilities.

**Sexual Assault.** I have zero tolerance for sexual assault. It is a crime of supreme selfishness and contradicts our core values. Every Hellion will possess the tools to prevent, act, and respond appropriately if a situation occurs. Every member of the squadron shall have a bias for action and take care of one another. If you have been sexually assaulted, witnessed a sexual assault, or have information about a sexual assault, contact a Uniformed Victim Advocate (UVA). Victims will be treated with sensitivity, respect, and will receive appropriate medical, emotional, and psychological treatment, along with 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 and empowered to contribute to the organization. I will not tolerate discrimination or maltreatment 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. Relationships can be mended, time heals most wounds, financial assistance is available, drug or alcohol abuse may be treated, and work-related setbacks are temporary. 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, your peers, friends and family, chaplain services, certified counselors through Fleet & Family Services and by calling the National Suicide Prevention Lifeline at 1-800-273-TALK or Military One-Source at 1-800-342-9647.

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