



MARINE AIRCRAFT GROUP 13

Commander's Policy Statements

Marines and Sailors,

Mission Statement: MAG-13's mission is to provide task organized forces capable of conducting Offensive Air Support, Anti-air Warfare, and Aviation Reconnaissance from expeditionary sites, both afloat and ashore, to Marine Air Ground Task Force (MAGTF), fleet, and unified commanders, as well as deploy the Marine Aircraft Group Headquarters as a Site Command capable of generating sorties and providing tactical Command and Control for the Marine Tactical Air Commander. In order to accomplish this mission, MAG-13 will focus on and organize around three Lines of Operation:

1. **Deployment Readiness:** We must ensure that MAG-13 forces generated for deployment to MAGTFs, Fleets, and Combatant Commanders are ready in terms of manpower, equipment, training, and family readiness. Simultaneously, we must ensure this entire MAG remain poised to deploy in support of major combat operations.

2. **Next Generation Training:** Many of the emerging threats of today are different than the threats we have faced for the last 20+ years; our training efforts must change to account for the evolving threat. MAG-13 will find new and innovative ways to ensure our continued dominance on the battlefields of the future. This is more than just F-35 specific – this includes VMA, MALS, MWSS, and VMU as well.

3. **Fight as a MAG:** As referenced above, as the threat evolves our MAG must get back to our Naval/expeditionary roots and be able to fight as a MAG vice piecemeal units. MAG-13 will train as we will fight: the MAG will provide tactical C2 and force generation for our maneuver units as part of a larger MEF level warfighting effort.

Suicide Prevention: We all experience difficult times at some point in our life. You are not alone during times of hardship however. We are a team that looks out for each other; starting with me to the most junior member of this Command. Your chain of command, fellow service members, and professionals like the Chaplain and Marine and Family Life Counselor (MFLC) are here to help at any time. There are absolutely no repercussions for seeking help. Suicide is a selfish act and is a permanent solution to a temporary problem. Additionally, alcohol is a common link in suicide-related issues and should not be used to cope during difficult times; please be wary of this link.

Sexual Assault: Sexual assault is defined as intentional sexual contact, characterized by use of force, physical threat of force, or abuse of authority or when the victim does not or cannot consent. Sexual assault can occur without regard to gender or relationship status (spousal or dating) or age of the victim. Sexual assault is a crime and will be prosecuted to the full extent of the UCMJ/law – it is not in accordance with our Corps Values and has no place in our Marine Corps. "Consent" shall not be deemed or construed to mean the failure by the victim to offer physical resistance. Consent is not given when a person uses force, threat of force, coercion or when the victim is asleep, unconscious or incompetent. There is a tangible link between excessive alcohol consumption and sexual assault; leaders should highlight this link as well as the need for the responsible consumption of alcohol both on and off base.

This Group has a standard operating procedure for responding to Allegations of Sexual Assault. Your Uniformed Victim Advocate (UVA) assists in the implementation of this policy, conducts required training, and helps protect the victims of sexual assault. The UVAs name and contact information are posted throughout the squadrons or can be found with the Duty Officers or the Barracks NCOs. If you feel you have been a victim of sexual assault, utilize the UVA; you will be provided the protection and assistance you rightly deserve.

Sexual Harassment: A safe environment – both at work and off duty – is critical to us achieving our mission. MAG-13 is committed to providing a climate ensuring that every Marine, Sailor, and civilian is treated fairly with dignity and respect. This Command does not tolerate any form of harassment and is committed to taking all necessary steps to ensure that no one is subjected to harassment.

Sexual harassment is defined as one or a series of incidents involving unsolicited and unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

Sexual harassment includes:

- unwelcome sexual advances (verbal, written or physical);
- requests or demands for sexual favors;
- any other type of sexually oriented conduct;
- verbal abuse or jokes that are sex oriented; Marines and Sailors of MAG-13 are responsible for:
- a personal responsibility to ensure that their behavior is not contrary to this policy;
- investigating every formal verbal or written complaint of sexual harassment;
- taking swift and appropriate remedial measures to respond to any substantiated allegations of sexual harassment.

Equal Opportunity: Treat each other with dignity and respect in all we do. Every Marine, Sailor, and civilian employee in MAG-13 must clearly understand that discrimination, sexual harassment, or any action that demeans the dignity of another person will not be tolerated. Any word or action that reflects prejudice based on race, color, national origin, gender, age, religion, sexual orientation, ethnic background, or social upbringing is unacceptable and will not be tolerated. Complaints or allegations of discrimination will be taken seriously and handled on a case-by-case basis. Action will be taken to address and eliminate this behavior, whether real or perceived.

Leaders will ensure all complaints and incidents are promptly addressed, effectively resolved, and accurately reported in accordance with current directives and regulations. Intimidation, reprisal, or further harassment as a result of a complaint will not be tolerated. If you believe you have been the victim of reprisal, notify your chain of command or the command EO representative immediately.

Social Media: Social media is a foundation for many parts of our lives; it is also a useful tool to help in competition and conflict against our enemies. Unfortunately, when used inappropriately it can also have a negative impact on good order and discipline, brings discredit to you and our team, and can even impact operational security negatively. Enjoy the connections and entertainment social media brings, but please do it responsibly. Two good rules of thumb to remember when posting to social media: 1. The Billboard Test: Assume that everyone in the world can and will see your post – are you comfortable with that? 2. Think of the "future you": your posts and photos on social media will live online forever – are you comfortable with how you are portraying yourself? We represent the Marine Corps at all times – once you earn the title of Marine, you can't take it off! Failure to uphold these standards is punishable under the UCMJ. Poor social media decisions are a common pitfall Marines fall into - don't be the next one.

Hazing: Hazing is defined as any conduct whereby one military member, regardless of Service or rank, causes another military member, regardless of Service or rank, to suffer or be exposed to an activity which is cruel, abusive, humiliating, or oppressive. Hazing is assault. No Marine or Sailor may engage in hazing or consent to acts of hazing being committed upon them. No



member of this Group – regardless of rank or position – may, by act, word, or omission, condone or ignore hazing if he or she knows or reasonably should have known that hazing may occur.

The act of hazing degrades an individual's self-worth, is detrimental to good order and discipline and, if tolerated, erodes unit cohesion and our ability to accomplish the assigned mission. Prevention is a leadership issue and falls squarely within our mandate to "take care of our own." I expect every member of this Group to actively prevent hazing from occurring. Marines who witness a hazing incident shall take appropriate action to stop the activity and to immediately report it to your chain of command.

Safety: Much like the old adage about flying, being a Marine is not inherently dangerous. It can be, however, extremely unforgiving if we make mistakes. We must prepare to win in combat every day through tough and realistic training, but we can't do it at the expense of breaking our people and equipment. Broken Standards and lack of supervision are contributors to almost all mishaps. Adherence to established standards and procedures is the foundation for our training in peacetime and winning in combat. Supervision is the next building block to safely conducting operations. Every Marine is a safety observer and I expect you to correct deviations when you see them on the spot. Finally, well thought out and timely risk management is the glue that holds the mission accomplishment/safety structure together. Are the risks identified? Are there appropriate and authorized controls to mitigate risks? Is accomplishing the task worth the risk? To win today's fight, while preserving our precious resources for tomorrow's engagement, we must manage risks effectively. To accomplish our mission, we must accept risk. The art is how we manage our risks. Our challenge is to continuously identify those risks and mitigate them.

Family Readiness: MAG-13 supplies highly trained and equipped forces for combat and family readiness is an important part of combat readiness. MAG-13 is a busy organization supporting operations around the world. As such, family readiness is a top priority and I am committed to ensuring that MAG-13 establishes and maintains a reputation for success in our family readiness program. Our Deployment Readiness Counselors (DRC) play an integral part by assisting you with family readiness matters throughout your tour of duty. They possess a wealth of knowledge to help you and your families find the information and resources you need to help yourselves through the multiple challenges faced by our families. The responsibility for ensuring that my intent regarding family readiness is understood and implemented falls ultimately on the leadership of this Command. This is not a new requirement; in fact, it is in keeping with one of the most important Leadership Principles—knowing your Marines (and their families) and looking out for their welfare. Nor is family readiness a distraction from our focus on mission. With a positive command climate and supervision from our leadership, our family readiness program will continue to be a force multiplier that will help all of us meet future challenges head on and excel.

Substance Abuse: As a Corps we must be "most ready when our Nation is the least ready"; substance abuse weakens our physical readiness and adversely impacts our ability to accomplish the mission. The use of unauthorized substances will not be tolerated. Substance abuse can spread like a disease within a unit, degrading morale and ruining otherwise strong esprit de corps. To ensure compliance with Department of Defense Substance Abuse policy the Air Group shall:

- Conduct random urinalysis of all Marines regardless of rank.
- Conduct at least 10 percent of the unit in random breathalyzer testing in conjunction with random urinalysis each month.
- Conduct urinalysis of all personnel involved in the collection and shipment of urine samples at least once per month.
- Conduct a urinalysis for "fitness for duty" for any incident in which drug use may be a contributing factor, such as assault, larceny, indebtedness, disrespect to a senior ranking personnel, willful disobedience of orders or similar incidents of misconduct, unauthorized absence or a motor vehicle offense involving excessive speed, loss of control of the vehicle, reckless driving or driving under the influence.
- Alcohol, although legal for those of age and a longstanding part of many of our ceremonies and traditions, often contributes to poor decisions resulting in death and injury to countless Marines, Sailors, and civilians every year. Additionally, it is often a contributing factor to mental health issues, sexual assaults, social media mistakes, and a multitude of UCMJ offenses. Follow these basic rules regarding alcohol consumption: If you are under the legal drinking age, don't consume. Don't provide or encourage the consumption of alcohol to those underage. Don't operate any vehicle after consuming alcohol above the legal limit. If you choose to consume alcohol and are of legal age, do so in a responsible manner. If you are abusing alcohol or other substances, assistance is available through the chain of command, the chaplain, and through MCCS programs. Use these tools and get the help you need! Substance abuse impairs our judgment and weakens our readiness.

Endstate: MAG-13 is a world class organization postured to support Marine Corps power projection requirements world-wide.

Semper Fidelis,

Chad A. Vaughn

Colonel USMC
Commanding Officer