



MARINE AVIATION TRAINING SUPPORT GROUP 21 COMBINED POLICY STATEMENT



At MATSG-21, we produce Marines with an entry-level military occupational specialty, career progression, and career enhancement skills in order to meet the challenges of present and future operational environments. To succeed in our mission, we must treat everyone with respect and look out for one another; we are a team, both permanent personnel and students, and must treat our teammates as we would want to be treated.

Prohibited Activities and Conduct (PAC). People are the Marine Corps' most valuable asset. All members of MATSG-21 must be afforded the equal opportunity to achieve their fullest potential based solely upon their individual merit, fitness, intellect, and ability. Actions such as harassment, hazing, and unlawful discrimination are contrary to our core values and will not be tolerated at any level. Leaders, it is your responsibility to set the example and hold Marines accountable when they fall short.

Sexual Assault Prevention and Response (SAPR). Sexual assault will not be tolerated. It is a crime that erodes unit cohesion, obstructs unit readiness, and contradicts Marine Corps core values. No matter the reporting avenue, restricted or unrestricted, victims will be treated with respect and dignity; will know they have a reasonable expectation of privacy; and will be provided access to all available resources. Every member of MATSG-21 must be aware of what actions constitute sexual assault, the consequences of such a crime, and possess the necessary tools to prevent, act, and report appropriately when witnessing situations or behavior likely to result in sexual assault. Look out for each other and actively prevent our fellow Marines and Sailors from being victimized.

Equal Employment Opportunity (EEO). MATSG-21 is committed to a culture of respect in which EEO is not only the law, but is recognized as the foundation for an environment where everyone is valued, understood, and included. Equal employment opportunity covers all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition. Unlawful discrimination, harassment, sexual harassment, and reprisal will not be tolerated. If any civilian employee believes that they have been a victim of one of the aforementioned acts, you may contact the EEO office.

Safety. Safety is everyone's responsibility. We must collectively create a culture in which there is a deliberate application of risk management procedures for the planning and conduct of day-to-day operations, training, and off-duty activities. All units will maintain and support an aggressive safety program to preserve and protect personnel, facilities, and equipment. As a force preservation component, safety not only applies to the activities we participate in, but must also be a key component to how we take care of and look out for each other. Leaders must be proactive at all levels to identify and mitigate the stressors that affect the daily lives and performance of Marines and Sailors. We can eliminate needless injuries and fatalities by enforcing risk management procedures for both on and off-duty activities. Every Marine is a safety officer.

Unit, Personnel, and Family Readiness Program (UP FRP). The strength, resiliency, and readiness of the force starts with our families. We will implement a UPFRP which empowers our Marines, Sailors, and family members by giving them opportunities to thrive while taking on the challenges of the military lifestyle.

Semper Fidelis,


WILLIAM C. HENDRICKS IV
Colonel, United States Marine Corps
Commanding Officer, MATSG-21