



H&HS Commander's Guidance

Command Philosophy

The mission of H&HS is to provide administrative and training support for assigned personnel in order to facilitate tenant unit and Marine Corps Air Station operations.

Mission accomplishment is our #1 priority. We must ensure that we give the best support available to deploying units prior to their departure, and offer the same outstanding support upon their return. It is my responsibility to ensure that you have the personnel, training, and equipment to accomplish the mission. It is your responsibility to adhere to the Marine Corps core values of Honor, Courage and Commitment, and to do the right thing, the right way, for the right reason- even when no one is watching.

Equal Opportunity, Hazing, and Sexual Harassment

Fair, scrupulous, and unbiased treatment is the Marine Corps leadership standard. Sexual harassment, hazing, and equal opportunity violations are forms of discrimination that negatively impact our ability to accomplish our primary mission. Prevention of a hostile work environment is every leader's responsibility, but it is every Swamp Fox's responsibility to immediately address, correct, or report these violations. The bottom line is that H&HS has a **ZERO TOLERANCE** policy when it comes to these adverse actions, and violations will be subject to disciplinary action under the UCMJ.

All Swamp Foxes will be afforded the opportunity to achieve their full potential based solely on individual merit, fitness and ability. Every Swamp Fox will treat every other Swamp Fox with dignity and respect- to act otherwise is contrary to our core values.

Safety and Suicide Prevention

The members of this command are by far the most precious asset, and I need each and every one of you healthy and 100% to accomplish our mission. Careless acts, to include self-destructive acts such as suicide, are detrimental to accomplishing our mission, and they adversely affect morale, esprit de corps and overall unit effectiveness.

Managing risk requires the commitment of all personnel at all levels to be successful, and I charge each and every one of you to use sound professional judgment at all times. The five step ORM process should be applied to all squadron operations as well as off-duty command sponsored functions and liberty. Anonymous reporting of safety violations is always available through the squadron ANYMOUSE program. Remember that every Swamp Fox is a safety officer, so if something doesn't look right or feel right, it is probably not right- have the courage to take the appropriate action.

It is my responsibility as your Commander to foster a favorable, positive command climate. It is your responsibility as a leader, regardless of how many Marines, Sailors or civilians you lead, to ensure that the above policies and accompanying Marine Corps Orders are adhered to. Ultimately, education, training, awareness, but above all, involved leadership- at all levels- is the key to preventing detractors of our squadron mission.

Thank you for your service, and I am extremely proud to serve with you.

Semper Fidelis,

A handwritten signature in black ink that reads "Stephen J. Acosta".

STEPHEN J. ACOSTA

Lieutenant Colonel, United State Marine Corps

Commanding