



COMMANDING OFFICER  
MARINE CORPS AIR STATION IWAKUNI  
SEXUAL ASSAULT POLICY STATEMENT



22 August 2019



Sexual assault is a crime that impacts everyone and will not be tolerated. In addition to harming victims, sexual assault harms friends, family members, and our fellow Marines, Sailors, and civilians. In order to combat and, ultimately, end sexual violence, I charge every member of this command to assume responsibility for the prevention of sexual assault. All must have the moral courage to take a stand against sexual violence. It is not acceptable to remain silent. We will hold each other accountable and will immediately confront others regarding inappropriate behavior.

Sexual assault destroys morale and our ability to function as a combat multiplier. In the event that someone is sexually assaulted, it is our duty to have an environment where victims feel free to report the crime.

Sexual violence has a devastating impact on victims. Uniformed Victim Advocates (UVAs) must assist victims with reporting options, receiving medical treatment, and accessing support and care. However, the UVA is not a one-person show. Each member of this command must be a part of creating an environment of safety and support. If you or someone you know needs immediate assistance involving sexual assault, immediately reach out to the Sexual Assault Response Coordinator, the Sexual Assault Prevention and Response Victim Advocate, our health care providers, our chaplains, or your chain of command.

The culture of this command is one that speaks out against sexual violence and will intervene when necessary. Each and every member of this command is responsible for assisting a victim with finding proper help and support after a crime. It is only by our united efforts that we, all of us, will succeed in creating a zero tolerance environment for this crime and ending sexual violence.



F. L. LEWIS



COMMANDING OFFICER  
MARINE CORPS AIR STATION IWAKUNI  
SAFETY POLICY STATEMENT



22 August 2019



This commands' most precious asset is our people: Marines, Sailors and civilians. We must include safety and risk management as part of every task, process, and operation – both on and off-duty. We simply cannot afford to lose a single person because of a preventable injury. Aboard this air station, safety is of critical importance.

This command will foster a positive safety atmosphere in all aspects of our duties. To achieve this climate, I expect the following from each of my leaders:

- Exhibit a sincere commitment to mishap prevention and risk management.
- Be courageous enough to set and enforce tough and sometimes unpopular standards. Do not accept shortcuts due to operational tempo.
- Allocate safety resources and provide quality training to ensure personnel learn correct safety practices.
- Possess the integrity to hold people accountable for violations of safety standards.
- Demand safety and risk management be integrated prior to executing any training or event.
- Every work center shall maintain and utilize the Enterprise Safety Applications Management System (ESAMS) to manage the work center safety program.

Moreover, all personnel involved in training or the execution of an event are safety officers. There is no training evolution we conduct where I or any member of this command will accept undue risk. Every member of this command, regardless of rank, has the duty to challenge, stop, or raise the issue to your chain of command whenever an unsafe action occurs or is about to occur. I will wholeheartedly support anyone who stops an evolution due to safety concerns.

Ultimately, each of us has a duty to keep every Marine, Sailor, and civilian in this command safe. By fostering this safety climate we will ensure that we and the Marines and Sailors training on this base are prepared to fight and win our nations battles.

F. L. LEWIS



COMMANDING OFFICER  
MARINE CORPS AIR STATION IWAKUNI



PROHIBITED ACTIVITIES AND CONDUCT POLICY STATEMENT

22 August 2019



Col Frederick L. Lewis Jr.  
Commanding Officer, MCAS Iwakuni, Japan

Our Corps has clear and exacting standards for equal opportunity and equal opportunity employment and Prohibited Activities and Conduct (PAC). PAC includes sexual harassment, unlawful discrimination, ostracism, bullying, hazing, retaliation, wrongful distribution or broadcasting of intimate images, as well as certain dissident and protest activity. Discrimination and sexual harassment, in any form, contradicts the Marine Corps' ethos, violates the prestigious position of the Corps with the American public, and tarnishes the Marine Corps' proud legacy. Let me be absolutely clear, neither discrimination nor harassment of any kind – which includes reprisals or false accusations

- will be tolerated in this command.

We have trained professionals aboard this installation who are here to help, including the Equal Opportunity Advisor, Equal Employment Opportunity Representative, our health care providers, and chaplains. The bedrock of this support is your chain of command; this includes your right to Request Mast.

Anyone who engages in and/or fails to actively counter or report discrimination or PAC shall be held accountable and may be punished under the Uniform Code of Military Justice. Each and every allegation will be investigated thoroughly and expeditiously. I charge each of you to treat others as you would have them treat you: with dignity and respect.

I charge each and every member of this command to take deliberate actions necessary to eradicate these prohibited activities and conduct from our ranks. Only by respecting ourselves and those around us can we be ready to execute what our country demands: to win our nations battles.

F. L. LEWIS



## COMMANDING OFFICER

### MARINE CORPS AIR STATION IWAKUNI

## ENVIRONMENTAL PROTECTION POLICY STATEMENT



22 August 2019



Marine Corps Air Station (MCAS) Iwakuni is the source for generating combat power for our Corps. We will maintain our commitment to maintaining mission readiness and providing combat sustainment through effective and efficient environmental management. MCAS Iwakuni is a key national defense asset which offers a unique and irreplaceable combination of ocean, coastal, riverine, inland, and airspace venues in which to train. Our host nation offers unique natural and cultural resources that is our duty to preserve as we execute our mission.

MCAS Iwakuni will continually improve its environmental performance through the Environmental Management System. Accordingly, I charge all personnel and require all tenant commands to conduct daily operations in a manner that demonstrates a commitment to the following:

- All Marine Corps environmental policies, Japan Environmental Governing Standards, and air station directives to ensure that we meet our responsibility of good stewardship of the environment.
- Protecting human health and the environment by complying with all applicable environmental legislation, regulations, and policy; additionally, we will protect human health and the environment by cleaning up past environmental contamination.
- Implement initiatives to mitigate the impact of our operations on the environment.
- Prevent pollution to minimize the burden and cost of compliance and prevent spills.
- Improving our good relationship with our Japanese neighbors.

I require each Service Member and civilian employee to take ownership of their actions and perform them in an environmentally responsible manner. Individuals are responsible for their actions, and supervisors for the performance of their subordinates.

The long-term viability of MCAS Iwakuni depends on effectively supporting and enhancing combat operations while protecting and maintaining human health and the environment. I expect all personnel aboard this installation to support this commitment.

F. L. LEWIS



COMMANDING OFFICER  
MARINE CORPS AIR STATION IWAKUNI  
EQUAL EMPLOYMENT OPPORTUNITY



22 August 2019



Equal Employment Opportunity (EEO) policy seeks to achieve equality and protects against illegal discrimination within our workforce. The law clearly states that we will not discriminate within our workforce. The law clearly states that we will not discriminate because of race, color, religion, sex, national origin, age, disability, or genetic condition; and we will not reprimand persons for processing allegations of discrimination. Mission success requires a commitment to EEO principles of equality, diversity, and inclusion.

Diversity refers to all the different characteristics and attributes of individuals. We will endeavor to achieve a workforce from all segments of society and draw upon our strengths to accomplish our tasks. With an inclusive mindset, we can leverage our and ensure our work environments are fair, responsible, and consistent with our core values.

Equality for our Civilian Marines is a prerequisite for the installation's readiness. Leaders and supervisors, it is our responsibility to uphold our EEO principles. Readiness will needlessly suffer if we do not strictly and faithfully implement EEO. Discrimination will not be tolerated. It is essential that we apply EEO principles in all facets of employment: while working among each other, while supervising our civilian employees; and while recruiting future employees. We will proactively prevent discrimination in employment relationships, timely investigate suspected illegal acts, and remedy any discrimination.

You are encouraged to discuss any suspected discrimination with our Marine Corps Installations Pacific Deputy Equal Employment Opportunity Officer at DSN 645-5423 or by email at [MCBButlerEEO@usmc.mil](mailto:MCBButlerEEO@usmc.mil).

I expect you to play your part to uphold and defend our EEO principles in every condition that could affect the workplace.

F. L. LEWIS