



## Commanding Officer Headquarters and Support Battalion Safety Policy Statement

MCDP 1-0 Marine Corps Operations – Marines take care of their own. As stewards of the Nation's most important resource – its sons and daughters – we must effectively manage risk in every decision we make.



Every member of Headquarters and Support Battalion is a Safety Officer and must be involved in unit and personal safety. I expect all leaders within the battalion to make time critical risk management decisions by identifying hazards, assessing risks, and implementing proper control measures. This safety policy provides the framework to build a sound and proactive safety program and eliminate unnecessary risk, both on and off-duty. Active leadership involvement in the implementation and execution of the Marine Corps Safety Management System (MCSMS) at all levels is critical to developing a safe environment and a just culture. Reporting without fear of reprisal or adverse action is central to a just culture and transitioning from “culpability and punishment” to “what happened and why.”

As the Commanding Officer, it is my intent to foster a culture of safety and in doing so, we will prevent the needless loss of life and injury for our Marines and Sailors due to mishaps on and off-duty. I challenge you to continuously identify risks and mitigate them through sound judgment and decision making. Safety is the responsibility of all Marines, Sailors and Civilians. As such, any member of Headquarters and Support Battalion has the ability to stop an unsafe training evolution or situation. Making sound decisions will require your leadership and moral fortitude to ask hard questions, and when necessary, break the chain of events that might otherwise lead to tragedy.

It is critical to both mission accomplishment and the preservation of our Marines, Sailors and Civilian Marines that risk management principles and processes are incorporated into all levels of planning, transition, execution, and decision-making, all the way down to the individual. Regardless of rank, individuals can minimize exposure to risk by employing risk management techniques on or off-duty and should be a part of how all members of this battalion think and make decisions. We must continue to hold one another accountable with strict adherence to prescribed safety protocols and procedures, while avoiding complacency, in order to reduce costly mishaps.

Headquarters and Support Battalion will accomplish its mission in a safe manner. We all deserve an environment where safety is a fundamental and integral element of our daily battle rhythm, and not a barrier to action or an afterthought. I challenge each member of this battalion to remain engaged in safety focused continuing actions designed to ensure command and individual readiness. We must adhere to our Corps' high standards of professional conduct and preserve our greatest resources – our Marines, Sailors, Civilian Marines, and family members.

Semper Fidelis,

Tracy A. Perry

Colonel, United States Marine Corps  
Commanding Officer  
Headquarters and Support Battalion