



EQUAL OPPORTUNITY AND SEXUAL HARASSMENT POLICY



1. My policy is clear: unlawful discrimination based on age, race, color, religion, sex, sexual orientation or national origin is contrary to good order and discipline, and counterproductive to unit cohesiveness, combat readiness, and mission accomplishment. I am committed to leading an organization free from discrimination and sexual harassment. We provide equal opportunity to all personnel within the 1st Marine Aircraft Wing (MAW) consistent with the law, regulations, and the requirements for physical and mental abilities.

2. Our Marines, Sailors and civilian employees have the right to be treated with dignity and respect and deserve an environment free from all forms of sexual harassment, intimidation, or exploitation. Our Marines, Sailors, and civilian employees are the most valuable asset to 1st MAW. Equal opportunity and diversity of force allows us to capitalize on the variety of thoughts and talents that every Marine, Sailor and civilian employee brings to the team to ensure one common goal: Ready to Fight Tonight.

3. I am totally committed to the fair and just treatment of all members of 1st MAW and I depend on my leaders at every level to inculcate awareness and enforce the standards at their respective commands. It is paramount that any individual who believes he or she has been discriminated against understands that there are means available to communicate their concerns.

4. The preferred method of resolution for seeking redress is the Informal Resolution System (IRS). Individuals should exercise the IRS whenever possible to ensure that all issues are resolved quickly and fairly at the lowest level possible. If the IRS does not resolve the inappropriate behavior, then the formal method of filing a complaint will be utilized. The preferred method of addressing formal complaints is the Request Mast process. Sexual harassment is a criminal offense punishable under the Uniform Code of Military Justice (UCMJ). Willfully submitting false allegations is also a violation of the UCMJ. Any member who is subject to reprisal for filing an equal opportunity complaint should address the reprisal immediately through his or her Equal Opportunity Representative (EOR).

5. I expect each of you to set a climate that aggressively confronts and reduces discrimination and sexual harassment. Our nation needs 1st MAW to function at full capacity. Please join me in ensuring we do not allow the disgraceful practice of unlawful discrimination and sexual harassment to infiltrate our command and undermine our ability to complete the mission. Commanders, ensure all hands understand the Marine Corps and 1st MAW policy regarding equal opportunity, sexual harassment, the complaint processes, request mast, and reprisal protection. Assistance is available through your unit EOR or the 1st MAW Equal Opportunity Advisor at DSN (315)636-2532, cell 090-6861-4861.

Semper Fidelis,

R. A. C. Sanborn
Commanding General
1st Marine Aircraft Wing