



Commanding Officer's Equal Opportunity & Sexual Harassment Policy Letter



Equal opportunity is a leadership and readiness issue. Our Marine Corps is a more agile, capable institution because of our ability to integrate individuals from all walks of life regardless of age, race, color, gender, ethnicity, and religious background. These differences make our institution stronger. MACG-18's mission and combat readiness is enhanced when every member has the trust and confidence that their leadership and organization value their contribution to the mission and that they will be treated with dignity, evaluated fairly and rewarded equitably.

Being treated with dignity, fairness, and equality is the right of every individual. It is the law. As your Commander, I am committed to creating an environment where every member of this organization is treated professionally, fairly and afforded every opportunity to accomplish their mission, professional, and personal goals. MACG-18 leaders have an institutional mandate to create environments free from discrimination or the devaluing of individual contributions due to real or perceived differences.

Our human capital (Marines, Sailors, and Civilians) - **people** - are our greatest resource. Equal opportunity creates a unit that thinks diversely and responds creatively. The future operating environments and our global mission sets demands that we make equal opportunity an operational imperative. I charge each member of the MACG- 18 team to:

- Treat every individual equally with fairness and dignity.
- Create environments where hate, prejudice, sexual harassment, and discrimination of any kind is not tolerated.
- Investigate every instance or complaint of a violation of the Marine Corps EO policy.
- Encourage reporting of via the chain of command or request mast process.

For any person who believes he or she has been discriminated against there is a tiered approach to address the behavior via the Informal Resolution System (IRS) or formally via the Request Mast process. Additional support will be available through your Chaplain, FRO, and MFLC programs. Sexual harassment is a criminal offense; punishable under the UCMJ. Willfully submitting false allegations is a violation of UCMJ. Any member who is subjected to reprisal for filing an equal opportunity complaint should address the reprisal immediately through your Equal Opportunity Representative.

For additional assistance, contact your unit Equal Opportunity Representative or the MACG-18 Equal Opportunity Advisor, MSgt Wayne W. Maxwell at DSN 636-3590, Cell 080-4323-1085 or email: wayne.maxwell@usmc.mil.

L. M. MAHLOCK
Colonel, U.S. Marine Corps
Commanding Officer



Engaged Leadership



Mission Accomplishment



Integrity/Accountability



Communicate



Enjoy what you do!