



MARINE AIR CONTROL SQUADRON-4
COMMANDING OFFICER
STATEMENT ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

Each of us has earned the title Marine or Sailor. As such we are all equal and entitled to the same treatment regardless of race, color, religion, national origin, gender or age.

Discrimination or harassment will never be tolerated at MACS-4.

Discrimination and harassment undermines morale and reduces combat readiness. The policy of the Marine Corps is to provide equality of treatment and the opportunity for all Marines and Sailors to achieve their full potential based solely upon individual merit and ability. This is one of the greatest strengths of our Corps. No matter who you are, where you came from, or what your beliefs may be, you will always be treated fairly based on your performance. This is my pledge to you. I will take every complaint seriously, and timely action will be taken to resolve any issue without fear of reprisal.

It is the responsibility of every member of this command, regardless of rank to understand, adhere to and educate others on the Marine Corps policy regarding Equal Opportunity and sexual harassment.

Anyone who witnesses an act of discrimination or harassment has a responsibility to address, correct or report the inappropriate behavior immediately.

If you are the victim of discrimination or harassment, the chain of command is the primary and preferred manner for correcting discriminatory practices and communicating EO matters. Know the informal and formal resolution process. Every Marine and Sailor within MACS-4 must have the moral courage to address any incident of inappropriate behavior.

Our Equal Opportunity representative is GySgt Rhodes, DSN 636-2234.

As Marines and Sailors, we have earned something special that entitles us to work in an environment where we are treated equally and with dignity. Never forget that a Marine or Sailor is your brother or sister. Treat them with the respect each of us has earned.

J.E. O'Harra
Lieutenant Colonel U.S. Marine Corps
Commanding Officer MACS-4