



EQUAL OPPORTUNITY/HAZING

We as Marines have a legacy of setting and enforcing high professional standards and conduct, of being combat ready, and of taking care of our own. Professional actions form the basis of equal opportunity. Discrimination detracts from personnel readiness and is a threat to mission accomplishment. Our individual attributes should never be a source of division, but rather make us collectively stronger as a war-fighting organization.

Further, Marines will not be subjected to hazing of any sort. All Marines had their "rite of passage" at Officer Candidate School or at a Marine Corps Recruit Depot. They earned their eagle, globe, and anchor ... no other initiation is required.

MTACS-18 is a command in which all Marines are treated with respect. The practices of discrimination and hazing are out of character with the tenets of our core values, military discipline and standards of conduct. We will live by the warrior ethos to protect, defend, and treat all persons with dignity and respect.

All incidents and complaints will be investigated thoroughly. Offenders will be held accountable through administrative and disciplinary action that may result in service separation. Specifically, ethnic, religious, or gender related jokes, illegal use of electronic e-mail to send disrespectful or inappropriate comments, unfair treatment with regards to promotions and awards, hazing and rites-of-passage rituals are a few examples of discrimination and harassment.

I expect anyone who encounters or observes acts of discrimination or harassment to take appropriate action. If you believe you have been the subject of discrimination, every attempt should be made to resolve discrimination complaints at the lowest possible level using the Informal Resolution System. However, if this cannot be accomplished, the Request Mast procedure will be the preferred method for formal complaints. I will ensure all reports of discrimination are expeditiously and fairly investigated and resolved. Reprisals, intimidation, or any further harassment related to such complaints will not be tolerated.

The MTACS-18 Equal Opportunity Representative is available if you have any questions concerning equal opportunity.