



EQUAL OPPORTUNITY

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 warfighting organization.

As the Commanding Officer, I am responsible and personally committed to maintaining a climate of respect and equal opportunity within MTACS-18. Most importantly, all personnel within the unit should know that I am dedicated to promoting an environment that fosters fair treatment of all Marines, Sailors, and Civilians regardless of age, race, color, gender, national origin, marital status, religion, or creed. Discrimination, Sexual Harassment and Fraternalization have no place in this command because each is inconsistent with our Corps values and degrades our ability to accomplish our mission.

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 email to send disrespectful or inappropriate comments, unfair treatment with regards to promotions and awards 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.

H. E. Dowling
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