



## MALS-12 COMMANDING OFFICER'S POLICY ON EO, SEXUAL HARASSMENT, AND HAZING



As your Commanding Officer, it is my duty and responsibility to ensure that every Marauder, regardless of race, gender, sexual orientation, national origin, or religion, is given every opportunity to reach their full potential. I take this responsibility seriously and I promise to promote teamwork and cohesion through the prevention and elimination of prejudice, discrimination, and harassment.

Equal opportunity is about positive and effective leadership. Every Marauder must strive to prevent and eliminate any type of discrimination towards a race, gender, sexual orientation, national origin, or religion. We must also have zero tolerance of sexual harassment or hazing. An environment free of personal, social, or institutional barriers is essential to the morale and readiness of this command. Our work environment has no place for such conduct, nor will this type of behavior be tolerated in our off time, or on social media.

I task all Marauders to immediately address inappropriate behavior that detracts from our squadron's cohesion and our ability to perform our mission. I will hold any Marauder accountable for engaging in or tolerating discrimination, sexual harassment, or hazing. Based on the offense, the offender may be subject to non-judicial punishment, court martial, and/or administrative separation.

I charge any Marauder to report any form of discrimination, sexual harassment or hazing through their chain of command without fear of reprisal. The preferred method is the Informal Resolution System (IRS), which allows for quick and full resolution at the lowest possible level. IRS addresses the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. If the IRS does not resolve the inappropriate behavior, the following formal methods can be used:

- Request Mast
- Article 138 UCMJ Complaint
- Article 1150, Redress of Wrong(s) Committed by a Superior
- Communications with the Inspectors General
- Individual Communications with Congress

The preferred method for addressing formal complaints of discrimination, sexual harassment or hazing is via a Request Mast.

Equal opportunity is the responsibility of every Marauder; each of us must adhere to our institution's core values of honor, courage, and commitment. I expect all Marauders to faithfully adhere to these values.

John A. Fallon

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