



COMMANDING OFFICER'S POLICY STATEMENT ON EQUAL OPPORTUNITY/SEXUAL HARRASSMENT

The Marine Corps Policy on Equal Opportunity is MY policy. Our Marines and Sailors are the most precious resource of this Squadron, our Corps, and the United States. As such, our Marines and Sailors must receive nothing short of our focused attention, and be given every opportunity to succeed. Marines and Sailors come from every corner of our great country, every walk of life, and of varied ethnic and religious backgrounds. We have all come together to form a team of truly integrated professionals with one common goal – **SUCCESS**.

When referencing Marines and Sailors in the context of equal opportunity, I like the words of one of the Marine Corps' great leaders of the World War II era, General Erskine, who said:

“Do away with terms like regular, reserve, veteran, boot, old timer, replacement.

They are empty categorizing words which only belong in the adjutant's vocabulary.”

Taking General Erskine's comments one step further, our Marines and Sailors are not to be categorized as women and men; not black or white; not rich or poor; not Christian, Jew, or Muslim; no “hyphenated-Americans” such as Irish-American, Italian-American, African-American, etc; we are uniquely **MARINES** or **SAILORS**, nothing more and, certainly, nothing less.

Discrimination is the illegal treatment of a person or group based on race, color, religion, gender, age, national origin, or sexual orientation. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Discrimination and sexual harassment are fundamentally inconsistent with our core values of honor, courage, and commitment. It adversely affects unit cohesion and impedes our ability to perform our mission. When the exercise of leadership (power) results in the mistreatment of others, whether intentional or not, it is discriminatory and illegal. Examples of inappropriate or discriminative treatment are: hazing, disguised as rites of passage rituals or on the spot correction of a Marine/Sailor; racial, ethnic, religious, or gender related jokes; illegal use of electronic mail or social media to send or forward disrespectful or inappropriate comments; disparate treatment of opportunities such as promotions, awards, or MOS accountability based on race, color, religion, gender, age, national origin, or sexual orientation; and covert reprisal against a Marine or Sailor for reporting discriminatory practices. **Discrimination or harassment, in any form, will NOT be tolerated in this Command.**

As your Commanding Officer, it is my responsibility to provide an environment in which an individual's potential for success is not limited by the prejudices or preconceptions of another. Marines and Sailors take care of each other. We are all now members of the same MWSS-171 Family, and we **WILL** treat each other with the dignity and respect we all deserve as individuals. Unless each Marine and Sailor feels they have been given a fair chance to mature and grow in this command, we all lose.

Marines and Sailors in MWSS-171 will provide equal opportunity for all assigned personnel without regard for race, color, religion, gender, age, national origin, or sexual orientation consistent with the law and regulations as well as the requirements for physical and mental abilities. If you are the subject of discrimination or harassment or witness it, bring it to the attention of our Equal Opportunity Advisor or to me directly. I assure you that your complaint will receive prompt and proper attention.



LIEUTENANT COLONEL, U.S. MARINE CORPS
COMMANDING OFFICER, MARINE WING SUPPORT SQUADRON 171