



Commanding Officer, Marine Aircraft Group 24 Equal Opportunity & Equal Employment Opportunity Policy Statement



My personal message to every Marine and Sailor in MAG-24 should be clearly understood—discrimination of any kind is wrong and will not be tolerated. I have zero tolerance for discrimination, sexual harassment, or hazing, and I will not tolerate behavior inconsistent with our core values of Honor, Courage, and Commitment. As the Commanding Officer, I am committed to the promotion and maintenance of a positive atmosphere of equal treatment for all members of the MAG-24 Team. Every Marine, every Sailor and every Civilian Employee at Marine Aircraft Group 24 has the absolute right to be treated with dignity and respect and be provided Equal Opportunity and Equal Employment Opportunity regardless of race color, religion, gender, age or national origin. Discrimination and sexual harassment are illegal, violate of our core values and erode the very spirit of our Group and the Marine Corps. My intent is to promote an environment free from personal, social, or institutional barriers that prevent any member of our team from rising to the highest level of responsibility possible and provide equal opportunity for all Sailors & Marines without regard to race, color, religion, national origin, gender, or age.

Everything we do in MAG-24 should follow the intent of mission first, Sailors & Marines always. Discrimination and harassment degrade our ability to accomplish our mission by eroding trust, fracturing cohesion and reducing our effectiveness and readiness. Discrimination and harassment, in any form, are the hallmarks of the ignorant and unprofessional and have absolutely no place in our Group or in our Corps. These negative behaviors do not represent who we are and what we stand for and certainly do not keep faith with our fellow Marines and Sailors. Our very motto of Semper Fidelis reflects not only our dedication to our Corps but a foundation for behavior that always treats our fellow Marines with dignity and respect—any other behavior is divisive and only serves to weaken our team.

Discrimination is a biased treatment of a person or group based on race, color, religion, national origin, gender, or age. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical interaction of a sexual nature. Examples of inappropriate or discriminatory treatment include hazing, racial, ethnic, religious, or gender related jokes; use of electronic mail to send disrespectful or inappropriate comments; unfair adjudication of opportunities such as promotions, awards, or performance rating based on race, color, religion, gender, age, or national origin; and reprisal against an individual for reporting discriminatory practices.

Leaders at all levels will ensure every member of their command understands Marine Corps policy regarding equal opportunity, the complaint process, request mast, and reprisal prevention. I expect anyone who encounters or observes acts of discrimination or harassment to take appropriate action. Assistance is available through your unit or the MAG Equal Opportunity Representative.

Marines or Sailors who feel they have been subject to discrimination or sexual harassment are encouraged to resolve the matter directly with the offender. The chain of command is the primary and preferred channel for resolving discriminatory practices and correcting equal opportunity inequities. Though informal resolution is the preferred method, request mast is the best alternative for formal complaints. Members of MAG-24 are encouraged to report unequal treatment and inappropriate behavior without fear of reprisal. All allegations of discrimination or sexual harassment will be swiftly and thoroughly investigated and acted upon appropriately in accordance with directives and regulations. Those who violate this policy and practice or tolerate discriminatory activities will be held accountable for their actions. Incidents of noncompliance with my policy and those of the Marine Corps will be brought to my attention for rapid and appropriate administrative and disciplinary action. Nobody that talks to or makes reports to our Equal Opportunity Representative, or any Equal Opportunity Representative or Advisor, will get in trouble—I want to know about when any of our Marines, Sailors or civilians are victims of equal opportunity violations or are being harassed, so I can take swift action to remedy the situation. Those attempting reprisal against the victim or witness or attempt to stop someone from reporting will be held accountable to the UCMJ.

It is absolutely critical that we leverage the strengths and individual differences of our entire team to ensure that we can carry out our mission as an expeditionary force in readiness. The strength of MAG-24 will always be based on the mutual respect and dignity with which those of us who claim the title Marine and Sailor treat each other. Together, as a Team, we can accomplish any mission and ensure the continued success of MAG-24 to our Corps. Mission first, Marines & Sailors always.

Semper Fidelis,

Paul A. Fortunato
Colonel, United States Marine Corps
Commanding Officer, Marine Aircraft Group 24