



**COMMANDING OFFICER,
MARINE LIGHT ATTACK HELICOPTER SQUADRON 367
EQUAL OPPORTUNITY POLICY STATEMENT**



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 and misconceptions of others. I am fully committed to Equal Opportunity for all Marines and Sailors of this command, without regard to race, color, religion, gender, age or national origin. Respect and professional behavior forms the basis of Equal Opportunity, and is the responsibility of all members of this command. Furthermore, all personnel must understand the relationship between mission accomplishment and an environment that promotes mutual respect. Regardless of activity or location, peace or war, the Marines and Sailors of SCARFACE will promote a favorable environment where Equal Opportunity is standard practice.

This command will not tolerate any form of harassment or discriminatory conduct - it is incompatible with our Core Values of Honor, Courage, and Commitment and is destructive to good order and discipline. Behavior of this type impairs unit cohesiveness and threatens our combat readiness. Individuals who practice or tolerate discriminatory activities will be subject to administrative and disciplinary action. This Command will quickly and impartially investigate and resolve any acts of discrimination or sexual harassment.

Supporting this policy are the following rights and responsibilities for all SCARFACE Marines and Sailors:

1. The right to present any legitimate complaint or grievance to the command without fear of reprisal.
2. The right to know all alternative steps and levels for making complaints and appealing decisions IAW MCO 5354.1D Equal Opportunity Program and MCO 1000.9A Sexual Harassment.
3. The right to communicate with me expeditiously in the proper manner, and at a proper time and place. Marines and Sailors wishing to do so may Request Mast IAW MCO 1700.23F by completing NAVMC Form 11296 in NAVMC Directive 1700.23F, and submitting it via the chain of command to the commander with whom they are requesting audience.
4. The responsibility to advise the command of the specifics of discrimination complaints and to provide the command an opportunity to rectify, remedy, or take appropriate action before the complaint or grievance is brought to the attention of higher authorities.
5. The responsibility to submit only legitimate complaints or grievances, and to exercise caution against idle, immature or reckless charges.

If you have any questions regarding equal opportunity, please contact the Squadron Equal Opportunity Representative, or use the Equal Opportunity and Sexual Harassment Advice Line at (800) 253-0931 (DSN 882-2507).

Discrimination, harassment and abuse will destroy our unit cohesion, esprit, and will jeopardize our combat readiness. I charge each of you to be part of the solution. **Treat others as you would have them treat you.** This policy applies to all personnel assigned to HMLA 367, either temporarily or permanently. A copy of this policy shall be briefed to all hands and posted on all read boards.

Semper Fidelis

Maj Gregory Rivaldi
Commanding Officer

Marine Light Attack Helicopter Squadron 367