



Equal Opportunity and Standards of Treatment Policy Statement



As your Commanding Officer, I am personally committed to maintaining an environment that will provide equal opportunity for all squadron members regardless of race, color, religion, sex, age, or national origin. In this command, all Marines and Sailors will be treated fairly and will have the opportunity for personal and professional growth and achievement based on merit. The prevention of discrimination, sexual harassment, and hazing is absolutely critical to our ability to function as a team and to perform our mission.

This command will not tolerate discrimination, sexual harassment, or hazing in any form. Together, we will create a positive command climate that promotes teamwork, ensures dignity, and provides respect for all personnel. Any Marine or Sailor of this unit who participates in or fails to report any discrimination, sexual harassment, and/or hazing will be held accountable and may be punished in accordance with the Uniform Code of Military Justice.

All leaders will take prompt and appropriate action in reporting and resolving complaints of discrimination, sexual harassment, and hazing. All Marines and Sailors must be able to submit complaints without fear of reprisal. Anyone who feels they have been subject to discrimination, sexually harassed, or hazed should attempt to resolve the issue, through the Informal Resolution System (IRS). If the issue cannot be resolved through the IRS, then promptly notify the chain of command. The preferred method of reporting an equal opportunity complaint is the Request Mast process. Assistance may be obtained through your chain of command and/or the Squadron's Equal Opportunity Representative. I will personally ensure all reports of discrimination, sexual harassment, and/or hazing are immediately investigated, treated with discretion, and resolved appropriately.

Discrimination, sexual harassment, and hazing in any form are inconsistent with our Core Values and will not be tolerated. I expect all Dragons to follow the "Golden Rule" and treat each other as they would like to be treated.

D. M. MARSH
LtCol USMC

HMM-265 Commanding Officer