



**COMMANDING OFFICER'S EQUAL  
OPPORTUNITY POLICY**



**We will treat one another with fairness,  
dignity and respect.**

Honor, Courage, Commitment. For over two centuries, Marines and Sailors have fought and died in defense of our nation, burning those core values into our ethos. We are each an **equal** recipient of that proud legacy, regardless of the color of our skin, our gender or religion. We will treat one another as brothers and sisters in arms and continue our Corps' proud traditions. Within this squadron there shall be no preferential or prejudicial treatment based on race, gender, religion, national origin, or age. Every Dragon shall be treated with dignity and respect.

Discrimination and sexual harassment have no part in our Corps. They are a cancer that creates an environment of fear and distrust, eats away at morale and ultimately degrades squadron readiness. I expect each and every one of us to treat one another with dignity and respect.

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 and sexual harassment are immediately investigated, treated with discretion, and resolved appropriately.

Discrimination and sexual harassment will not be tolerated in VMM-265. We will always treat one another with fairness, dignity, and respect.

B. G. SWENSON  
LtCol USMC  
Commanding Officer, VMM-265