



**Marine Wing Headquarters Squadron 1
Commanding Officer's Policy Statement on
Hazing and Equal Opportunity**

The Marine Corps is one of the "great equalizers" of our Nation. Equal opportunity exists for all who enter our Corps. Every Marine or Sailor is to be prized and appreciated for their individual worth, and afforded full opportunity for professional achievement, without regard to race, color, religion, national origin, gender, or age.

Unlawful discriminatory practices within the Marine Corps are counterproductive and unacceptable. Discrimination undermines morale, reduces combat readiness, and prevents maximum utilization and development of the Marine Corps' most vital asset, its "people". The policy of the Marine Corps is to provide equality of treatment and the opportunity for all Marines to achieve their full potential based solely upon individual merit, fitness, and ability.

The responsibility for accomplishing equal opportunity is not dependent on authority or any one position in MWHS-1. Rather, all Marines are expected to promote camaraderie among individuals, regardless of age, color, gender, race, religion, or national origin, by setting an example of unprejudiced actions and identifying unfair practices and reprisal to higher authority via the chain of command.

Inappropriate behavior such as sexual harassment, hazing or discrimination is incompatible with our core values of Honor, Courage and Commitment. I am committed to maintaining an atmosphere of education and understanding -- free of hostility, discrimination, harassment or hazing -- and will not tolerate conduct which threatens, insults, demeans or injures our Marines and Sailors. Each member of MWHS-1 is to ensure this atmosphere of fairness is constant and genuine.

If you feel you have been discriminated against or sexually harassed, you are encouraged to try and resolve the situation at the lowest level possible by using the Informal Resolution System (IRS). If the IRS does not solve the problem, you may choose to address the inappropriate behavior formally. Assistance is available through the Equal Opportunity Representative or the 1st MAW Equal Opportunity Advisor, DSN 645-2058 or CELL 090-6861-4861.

Those displaying the inappropriate behavior mentioned above, or willfully submitting false allegations, will be held responsible for their actions. In appropriate cases, I will initiate judicial or adverse administrative action.

Semper Fidelis,

JOSEPH E. RUPP
Lieutenant Colonel, U. S. Marine Corps
Commanding Officer
Marine Wing Headquarters Squadron 1