Commanding General
1st Marine Aircraft Wing
Equal Opportunity and Anti Harassment Policy
22 June 2012

My policy is simple: We will provide equal opportunity for all 1st MAW personnel without regard to race, color, religion, gender, age or national origin.

Our Marines and Sailors are the most precious resource of this Wing. As such, all Marines and Sailors shall be given every opportunity to succeed. We have drawn together Americans from every part of the country, from every race, and every ethnic and religious background. We have come together to form a single team of professionals with one common goal, to fight and win.

We are a unique society of warriors, known throughout the world for taking care of our own. The term "our own" makes no distinction between gender, race or ethnic background. Taking care of our own means all of our Marines and Sailors are afforded an equal opportunity to serve, learn, grow, lead, and succeed. Discrimination and sexual harassment have no place in our Corps.

Definitions:

1) Discrimination is biased treatment of a person or group based on race, color, national origin, age or gender.
2) Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
3) Examples of discrimination include: racial, ethnic, religious, or gender related jokes; illegal use of electronic mail to send or forward disrespectful or inappropriate comments or material; unequal use of opportunities, promotions, or awards; and reprisals against Marines for reporting discriminatory practices.

I will not tolerate discrimination, sexual harassment, or false accusations of either. Marines and Sailors in 1st MAW shall not tolerate it either—<u>this is not who we are</u>. Those found to have committed these offenses will be punished according to the UCMJ. If you believe you have been subjected to discrimination or harassment, or if you witness it and can't correct it yourself, bring it to the attention of your chain of command or your Equal Opportunity Representative or Advisor (EOA/R). I assure you that your complaint will receive prompt and proper attention.

Commanders will ensure all hands understand Marine Corps and 1st MAW policy regarding equal opportunity, the complaint process, request mast, and reprisal protection. Assistance is available through your unit EOR or the 1st MAW EOA, MSgt James P Wilfrom DSN 645-2058, cell 090-6861-4861.

Semper Fidelis

C. S. OWENS
Brigadier General, U.S. Marine Corps
Commanding General
1st Marine Aircraft Wing