



EQUAL OPPORTUNITY

Commanding General's Policy Statement



As the Commanding General of 1st MAW, I am fully committed to providing Equal Opportunity (EO) for all military members and civilian marines without regard to age, color, gender, race, religion, national origin, or sexual orientation, consistent with the law, regulations, and the requirements for physical and mental abilities. Sexual Harassment of any form within the physical or cyber domain, will not be tolerated in 1st MAW. Any formal or informal EO complaint or allegation of discrimination on the basis of age, color, gender, race, religion, national origin or any other form of unlawful discrimination, to include sexual harassment, will be reported and investigated in accordance with the reference. Those engaging in discrimination and/or sexual harassment are subject to administrative action or disciplinary action under the UCMJ.

How does this impact your ability to fight?

The crucible of combat requires units with the highest degree of trust, cohesion, and focus. Each and every member of the team is counted on to perform their portion of the mission. Individuals that allow discrimination and sexual harassment to exist, eat away at the very fabric of that trust and cohesion. Individual performance and motivation are negatively impacted, preventing the unit from maximizing its potential in support of the mission. And when we fail to deliver at full potential, we sever our solemn promise to our brothers and sisters on the ground in the fight – and that is unacceptable in 1st MAW.

What do I want you to do?

1. Build and maintain a cohesive combat ready unit of Marines, Sailors, and Civilian Marines who are focused and determined to accomplish their mission.
2. Promote teamwork and cohesion through the elimination of prejudice and harassment.
3. Ensure equal opportunity exists for all Marines, Sailors, and Civilian Marines; that each is prized and appreciated for their individual worth, and that each member of our 1st MAW team is afforded full opportunity for professional achievement.
4. An environment of fairness for all Marines, Sailors, and Civilian Marines is crucial to building a warfighting team. Ensure that sense of fairness is constant and genuine.
5. Report suspected cases of discrimination to supervisors in the Chain of Command. In such cases, a thorough inquiry/investigation into the complaint is required. An EO complaint may be made orally, in writing, or both. Regardless of who initially receives the complaint, it must be forwarded immediately to the proper authority (normally the immediate Commanding Officer of the offending person).

Reference: MCO P5354.1D, Marine Corps Equal Opportunity Manual

T. D. WEIDLEY
Commanding General, 1st Marine Aircraft Wing