



## **Commanding Officer's Statement on Equal Opportunity**



Equal Opportunity (EO) is a fundamental right we all receive at birth. You do not have to pay for it, and you do not receive it as a result of superior performance. Regardless of your ethnicity, religion, gender, color, sexual orientation, or age everyone will receive the same fair treatment in MACG-18. I charge all of you to treat others as you would want to be treated, with respect and fairness. Acts of discrimination and sexual harassment will not be tolerated by anyone in this command.

Leaders at every level are accountable to ensure that all are treated with dignity, fairness, and respect. All leaders will be held accountable, and all discrimination or harassment complaints will be taken seriously. Swift and appropriate action will be taken on all complaints and any unprofessional behavior will not be tolerated. Any alleged acts of discrimination or harassment must be reported to a MACG-18 Equal Opportunity Representative. If the command does not know about the issue we cannot take action to correct the situation.

People are our greatest resource. As leaders, I charge you to ensure that we treat everyone with dignity, fairness, and respect. You must create an environment where hate, prejudice, discrimination, and sexual harassment of any kind are not tolerated. We all must follow the Marine Corps Equal Opportunity Policy and report every instance or complaint of an EO violation or Sexual Harassment allegation.

For anyone who believes that they have been discriminated against there is a tiered approach to address the behavior via the Informal Resolution System (IRS), Formal Complaint System, or formally via the Request Mast process. Additional support is always available via your Chaplin, FRO, and MFLC programs. Sexual harassment is a criminal offense and is punishable under the UCMJ. Willfully submitting false allegations is also a violation of the UCMJ. Any member who is subjected to reprisal for filing an EO complaint should address the reprisal immediately through you Equal Opportunity Representative.

If you feel that you have been discriminated against or sexually harassed, I want to know about it. I will ensure that the Group upholds the highest standards of the Marine Corps. For additional assistance, contact your unit Equal Opportunity Representative or the MACG-18 Equal Opportunity Representative, SSgt Thomas T. Garrett Jr at DSN: 636-3590; or email: [thomas.garrett@usmc.mil](mailto:thomas.garrett@usmc.mil).

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