

Equal Opportunity Policy Statement

Marine Air Control Squadron 4,

In order to meet the **Commander's Intent** of treating this unit as a house constructed of honesty, knowledge, wisdom and leadership while treating each other as a member of one family, I need each Marine and Sailor of this command to provide equal opportunity for all military members without regard to race, color, religion, sex, age or national origin, consistent with the laws, regulations and requirements for physical and mental abilities. The achievement of this goal is integral to building this house – and maintaining our roof of readiness!



Honesty: Be honest to yourself. Be honest with each other. When it comes to Equal Opportunity, this means you all are responsible --

- To advise the command of specifics of discrimination/sexual harassment complaints and to provide the command an opportunity to rectify, remedy or take appropriate action on the complaint before it is brought to the attention of higher authorities.
- To submit only legitimate complaints and to exercise caution against immature or reckless charges.

Knowledge: Know you all have the right --

- To present any legitimate complaint to the command without fear of intimidation, reprisal of harassment.
- To be educated on the Marine Corps complaint and appeal procedure.
- To communicate with the commanding officer concerning your complaint.
- To military legal assistance in submitting formal complaints.

Wisdom: Understanding your role in the bigger picture means ensuring ALL the Marines and Sailors of this command are afforded the opportunity to maximize their potential!

Leadership: As a leader, ask yourself these questions constantly:

Assess – Do my Marines and Sailors know their rights and responsibilities as they pertain to Equal Opportunity?

Create Goals – What are my expectations of them? Have I told them?

Plan – How will we get from here to there together?

Energize – Have I empowered them and ensured the means?


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