

Commanding Officer
Marine Wing Communications Squadron 18
PROHIBITED ACTIVITIES AND CONDUCT PREVENTION AND RESPONSE POLICY

As Commanding Officer of MWCS-18, I am personally committed to ensuring that every member of the Squadron, has the opportunity to advance regardless of race, color, religion, gender, sex, sexual orientation or national origin. As articulated in my command philosophy, we are a team and each of us has a responsibility to protect and promote the rights of all. Every member of this culturally diverse command will also be provided an environment that *promotes professional growth, dignity, and mutual respect for each other*. We should be molded and developed as leaders to ensure we meet our highest potential and accomplish the mission.

In order to accomplish the mission, all members of our team must have an equal opportunity to succeed. The following behaviors will be referred to collectively as prohibited activities and conduct: Unlawful discrimination and abuse (specifically, hazing, bullying, ostracism, retaliation); wrongful distribution or broadcasting of intimate images; and, certain dissident and protest activity (to include supremacist activity), harassment, sexual harassment, physical threats or assaults based on race, color, gender, sexual preference, religion, or national origin *will not be tolerated*.

Harassment, to include sexual harassment, is defined as “Any conduct whereby a Service member or DOD employee knowingly, recklessly or intentionally and without proper authority but with a nexus to military service engage in conduct that is unwelcome or offensive to a reasonable person or that is unwelcome and based on race, color, religion, sex (to include gender identity), national origin, or sexual orientation, and where (1) enduring the unwelcome or offensive conduct becomes a condition of continued employment or service, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, abusive or as otherwise having an adverse impact on the unit.”

Discrimination is defined as “any conduct whereby a Service member or DOD employee knowingly and wrongfully and without proper authority but with a nexus to military service treats another Service member or DOD employee adversely or differently based on race, color, national origin, religion, sex (including gender identity) or sexual orientation.” Acts of discrimination also include Marines condoning, ignoring, or failing to take corrective action when confronted with such a situation or working environment.

The Informal Resolution System (IRS) should be used whenever possible to resolve complaints at the lowest level. If the IRS does not resolve the complaint, the preferred method for formal complaints is the Request Mast process IAW MCO 1700.23G. Any person who engages in, fails to report, or fails to act to prevent prohibited activities and conduct will be held accountable and subjected to the appropriate administrative or disciplinary action. *Reprisal or acts of intimidation related to a complaint will not be tolerated and are also subject to disciplinary or administrative action.*

Leaders of MWCS-18, we will cultivate a climate and culture of dignity, respect, and trust. *WE* establish the benchmark of appropriate behavior by modeling and incorporating such behaviors into our daily practices. Engage in clear communication of expectations with our Marines and provide transparency within the bounds of privacy to assure all subordinates that the Marine Corps values and standards will be upheld.

Assistance with any equal opportunity concern or issues should be addressed with the Equal Opportunity Representative GySgt Shawn Bowman at 09068614223, DSN 315-645-2824 or email at shawn.bowman@usmc.mil.


KWABENA K. GYIMAH

LIEUTENANT COLONEL, U.S. MARINE CORPS
COMMANDING OFFICER
MARINE WING COMMUNICATIONS SQUADRON 18

