



MARINE WING SUPPORT SQUADRON 171

MARINE AIRCRAFT GROUP 12

1ST MARINE AIRCRAFT WING



Policy on Equal Opportunity

Unlawful Discrimination: 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 or gender identity), or sexual orientation.

Harassment (to include sexual harassment): 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.

-MCO 5354.1E ADMIN CH

Marine Wing Support Squadron 171 prides itself in promoting a command climate of fair and equal treatment for everyone without regard to race, color, national origin, religion, sex (including gender identity), or sexual orientation. Equal opportunity is inherent to the Marine Corps' core values and is the responsibility of every Marine and Sailor at every level in our command. Anyone who witnesses any prohibited activities, abuse (hazing, bullying, ostracism, or retaliation), act of discrimination, and/or harassment (to include sexual harassment) has a responsibility to address, correct, or report the inappropriate behavior immediately.

Discrimination and harassment (to include sexual harassment) have no place in our command. Per MCO 5354.1E ADMIN CH, any Marine or Sailor who observes, or has personal knowledge of prohibited activities and conduct occurring in our workspace is encouraged to identify and report such under this order using the chain of command as the primary and preferred channel for resolving alleged violations of prohibited activities and conduct at the lowest appropriate level. A formal complaint can be made orally or in writing through one of the Command's Equal Opportunity Representatives.

All complaints received will be promptly investigated in a fair, impartial manner and will be appropriately resolved without fear of reprisal, intimidation, or retaliation. Reprisal or acts of intimidation related to a complaint will not be tolerated and will be subject to disciplinary or administrative action.

All personnel are tasked with fostering a positive and healthy command climate that promotes teamwork and camaraderie. As United States Marines, we all have a responsibility to ensure that we meet the high standards of equality, professionalism, and trust for one another. I direct all leaders to educate their personnel on the identification of discrimination and sexual harassment and the reporting and complaint resolution procedures.

Semper Fidelis,

B. P. Petrillo

Lieutenant Colonel, USMC
Commanding Officer, MWSS-171