



# HMLA-367

## Equal Opportunity Policy

Reference: MCO P5354.1D W/CH 1



The Marine Corps is made up of a diverse group of individuals coming from different places and backgrounds that share a common bond. True diversity is a force multiplier by bringing together various perspectives, opinions, and ideas. We have all earned the title “Marine” and the just pride that goes with belonging to an organization whose very name is synonymous with esprit de corps, discipline, and taking responsibility for your actions as well as others.

As your Commanding Officer, I expect each member of the Scarface team to cultivate a work environment of dignity and respect that is free from unlawful discrimination, harassment, and reprisal.

Discrimination is the illegal treatment of a person based on age, color, gender, race, sexual orientation, or national origin. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Discrimination and harassment are counterproductive and unacceptable. They undermine morale and reduce mission readiness.

If any Scarface member feels that he/she has been discriminated against or sexually harassed, seek immediate assistance from your chain-of-command, Equal Opportunity Representative (EOR), or Uniformed Victim’s Advocate (UVA). Reporters of equal opportunity violations shall not be subject to retaliation as a result of his/her complaint. Condoning, ignoring, or failing to take corrective actions when confronted with equal opportunity violations is the same as committing them yourself.

**Discrimination or harassment, in any form, will simply NOT be tolerated.**

It is therefore everyone’s obligation to ensure equal treatment based solely upon an individual’s merit, fitness, and ability. Every Scarface member is expected to treat others in a fair, scrupulous, unbiased way. We build our unit on trust, mutual respect, and teamwork.

**Lieutenant Colonel Page Payne, USMC**  
**Commanding Officer, Marine Light Attack Helicopter Squadron 367**