

Commanding Officer, Marine Aircraft Group – 36
Equal Opportunity, Equal Employment Opportunity, and
Anti- Harrassment Policy

The members of MAG-36 are guardians of a proud legacy. The streamers that hang from our battle colors are hard-earned symbols of individuals that responded to the nation's call at a moment's notice and together successfully faced the adversity of combat, humanitarian assistance, and disaster relief.



Discipline, esprit de corps and cohesiveness are the key elements for success in MAG-36, just as they are in any military organization. The foundation for these qualities comes from within our individual Marines and Sailors. It is fostered by a climate that eliminates prejudice and mistrust. A successful unit moves beyond tolerance. It focuses on the dignity and value of its members and molds them into a unit. A unit that allows ignorance and discrimination to infect its ranks is quick to perish.

As your Commanding Officer, it is my duty to ensure that each Marine and Sailor has the opportunity to successfully achieve his/her goals while accomplishing our mission. I am personally and professionally committed to ensuring fair treatment for all Marines and Sailors. Moreover, an environment that fosters this fair treatment is essential to our readiness and success. Our country deserves nothing less.

My mandate for the leadership within this Group is that EVERY Marine, Sailor and civilian will be treated with firmness, fairness, respect and dignity. We will maintain an environment that recognizes the potential in every member of the command while cultivating teamwork. I will not accept hate, prejudice, hazing or sexual harassment toward or amongst Marines and Sailors. Accordingly, I expect all leaders to take complaints of harassment or discrimination seriously and to act rapidly to resolve them. I will not permit reprisals or retaliation for complaints of harassment or discrimination.

A proper command environment requires vigilance and action at all levels. I expect individual Marines and Sailors to inform their chain of command about instances of discrimination or harassment. If a Marine or Sailor feels that his concern has not been properly addressed in an expedient manner, the Request Mast process should be utilized.

For additional assistance contact your unit Equal Opportunity Representative or the MAG-36 Equal Opportunity Representative, SSgt Juanpaolo Pascual, at DSN 636-1007 or juanpaolo.pascual@usmc.mil.


J. F. HARP