

COMMANDING OFFICER'S EQUAL OPPURTUNITY POLICY



The Marines, Sailors, and civilians of MALS-14 will foster a climate in accordance with the Marine Corps' Policy on Equal Opportunity. Whether in garrison, on deployment, or on liberty, our mission requires mutual and unfailing trust that can only exist where every individual is treated with respect and dignity – regardless of race, color, gender, religion, national origin, or sexual orientation. The treatment you receive will be based solely upon performance, individual merit, maturity, leadership ability, and motivation.

Examples of discriminative treatment are: racial, ethnic, religious, or gender related jokes; illegal use of email to send disrespectful or inappropriate comments; disparate use of opportunities such as promotions, awards or MOS accountability based on race, color, religion, gender, national origin, or sexual orientation. These behaviors are counter to our Marine culture and are incompatible with our Core Values of Honor, Courage, and Commitment and will not be tolerated. We pride ourselves on our warrior code and chivalry. Discrimination erodes our morale and degrades our ability as a squadron to accomplish the mission. Equal opportunity is the responsibility of all hands; Marines, Sailors, and civilians. Leaders at all levels will ensure equal opportunity is the pervasive attitude within the squadron.

Anyone who experiences or observes acts of discrimination must take appropriate action. If you feel you have been discriminated against, you are encouraged to resolve the situation at the lowest level possible by using the Informal Resolution System (IRS). If this does not solve the problem, you may choose to address the inappropriate behavior formally. Submit formal complaints via the chain-of-command and I will ensure the command properly investigates. Assistance is available through the MALS-14 Equal Opportunity Representatives or Request Mast Procedures.

As your Commanding Officer, it is my responsibility to ensure that your ability to succeed is not hindered by prejudice or bias. I am committed to fostering an environment with fair, impartial, and unbiased treatment to all. Discrimination or harassment of any kind will not be tolerated in this squadron. Any substantiated incident or violation of this policy, or those willfully submitting false allegations will result in administrative or punitive proceedings under the Uniform Code of Military Justice. I will take swift and deliberate action where warranted.

I expect you to conduct yourselves professionally, both in and out of uniform. At all times, you are Marines and Sailors. Conduct yourselves accordingly. You will be treated with the respect that has been earned along with the title of Marine or Sailor, and that respect will be extended to the civilians of this command who have chosen to serve alongside us.

Semper Fidelis,

A handwritten signature in black ink, appearing to read 'R. A. Petersen', written over a faint circular watermark.

R. A. PETERSEN

Lieutenant Colonel, United States Marine Corps

Commanding Officer,

Marine Aviation Logistics Squadron 14