

# COMMANDING OFFICER'S STATEMENT ON EQUAL OPPORTUNITY



Equal Opportunity (EO) is absolutely essential for mission success and is a fundamental condition to morale, esprit de corps, and a productive command climate. Leadership is the key to EO and requires mutual trust and confidence in the chain of command and in each other.

Discrimination undermines the morale, order, discipline, and readiness of the squadron by demanding and marginalizing the Marine Corps' most precious resource, the individual Marine or Sailor. Furthermore, discrimination in contrary to the Marine Corps' ethos, violates the prestigious position that the Corps holds with the American public, and tarnishes the Marine Corps' proud legacy.

Discrimination, in any form, based on a Marine or Sailor's race, gender, religion, age, color, or national origin has never generated strength and never will. No form of discrimination or sexual harassment will be tolerated within MALS-14!

Anyone who believes he or she has been discriminated against in any manner, or anyone who observes such conduct, shall report the act to the chain of command and to a designated Equal Opportunity Representative. "Request Mast" is the preferred process for filing formal complaints of discrimination or sexual harassment. Incidents not of a criminal nature should be resolved at the lowest level practical via the Informal Resolution System.

Any Marine or Sailor who engages in, or who fails to prevent or report discrimination may be punished under the Uniform Code of Military Justice (UCMJ), or may be subject to lesser administrative action. Reprisals or acts of intimidation targeting a Marine or Sailor making an equal opportunity complaint, and anyone intentionally making a false complaint, are also subject to the UCMJ or administrative action.

I charge each of you to treat others as you would have them treat you. As Dragons, we must take pride in who we are and treat everyone with dignity, respect, and professionalism.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "B. T. Horvath".

B. T. HORVATH  
Lieutenant Colonel  
Commanding Officer, MALS-14