

**COMMANDING OFFICER  
MARINE AIRCRAFT GROUP 14  
EQUAL OPPORTUNITY AND SEXUAL HARASSMENT POLICY**



Our Marines, Sailors and civilian employees have the right to be treated with dignity and respect and deserve an environment free from all forms of sexual harassment, intimidation, or exploitation.

MCO P5354.1D W/ Ch 1 defines discrimination as, the illegal treatment of a person or group based on age, color, gender, race, religion, national origin, or sexual orientation. Discrimination also includes persons condoning, ignoring, or failing to correct negative and hostile working environments, where one or more of the discriminatory factors mentioned above is present, during the performance of their duties. Acts of discrimination are contrary to good order and discipline and are counterproductive to unit cohesiveness, combat readiness, and mission accomplishment.

Sexual harassment is defined by the above cited order as, “a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.”

I charge every Marine, Sailor, and civilian in MAG-14 to help foster a positive, discrimination-free environment to provide an opportunity for each of us to succeed based on our performance and merits. Recognize and eliminate unlawful discrimination in any form.

If you are the subject of discrimination or harassment, or if you witness it, seek to address and resolve it at the lowest level utilizing your chain of command or the Informal Resolution System. If this is not successful or appropriate, there are several methods to seek resolution via a formal complaint. The Request Mast process is the preferred and most expeditious means to register a formal complaint to resolve an equal opportunity issue.

People are our most valuable asset and will be treated with dignity and respect. You have my commitment to promptly investigate and resolve any allegation of discrimination or sexual harassment in a fair and impartial manner. Additionally, any member who takes reprisal action against an individual making a complaint, or anyone who intentionally makes a false complaint will be accountable under the Uniform Code of Military Justice and subject to adverse administrative or disciplinary action.

Our nation needs MAG-14 to function at full capacity. Please join me in ensuring we do not allow the disgraceful practice of unlawful discrimination and sexual harassment to infiltrate our command and undermine our ability to complete the mission.

For further information, education, and resources contact your squadron Equal Opportunity Representative or the MAG-14 Equal Opportunity Representative / Command Equal Opportunity Manager, Captain Terry A. McCoy at 252-466-3230.

A handwritten signature in black ink, appearing to read 'Eric E. Austin', with a stylized star at the end of the signature.

**ERIC E. AUSTIN  
COMMANDING OFFICER  
MARINE AIRCRAFT GROUP 14**