

COMMANDING GENERAL'S
SEXUAL HARASSMENT POLICY



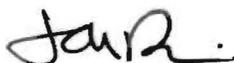
The United States Marine Corps is legendary for its war fighting capabilities. Continuing that legacy requires a maximum effort from EVERY member of the Second Marine Aircraft Wing. Acts of discrimination and sexual harassment in any form diminishes our capabilities, degrades unit cohesion and adversely impacts our combat readiness. Most importantly, these harmful acts involve the mistreatment of our individual Marines and Sailors and I will not tolerate that!

The following definitions and other relevant information can be found in MCO P5354.1D: Discrimination is as an "act, policy, or procedure that arbitrarily denies an individual their equal opportunity because of their race, color, religion, gender, or national origin".

Sexual Harassment is a form of discrimination that "involves unwelcome sexual advances, requests for sexual favors, and other physical and verbal conduct of a sexual nature, when it affects the job, pay, or career of our Marines, Sailors, or civilian co-workers or creates an intimidating, hostile, or offensive working environment".

Reprisal is the "wrongful threatening or taking of either unfavorable action against another or holding favorable action from another solely in response to report of Discrimination or Sexual Harassment and enters into protected conversation". Commanders at all levels must ensure that no one takes or condones any type of reprisal or acts of intimidation against a person who makes or provides information as a witness on an incident of alleged Discrimination or Sexual Harassment.

Equal Opportunity is a leadership issue; I expect leaders at all levels to be proactively engaged. Your individual promotion warrants allude to "special trust and confidence". Do not violate these virtues by engaging in any activity that violates this policy! I encourage the use of the Informal Resolution System for resolving conflict at the lowest level possible. However, if a formal complaint arises; Request Mast is the preferred method to process these complaints. If there are any questions regarding this policy, contact your unit Equal Opportunity Representative or the Wing Equal Opportunity Advisor GySgt K.E. Brown at DSN 582-2933, or (252) 466-2933.


J. M. DAVIS

COMMANDING GENERAL
2D MARINE AIRCRAFT WING