

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 W/Ch 1: Discrimination is the illegal treatment of a person or group based on age, color, gender, race, religion, 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 taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation, against a military member for making or preparing a protected communication. 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 2d MAW Equal Opportunity Advisor at DSN 582-2933, or (252) 466-2933.

A handwritten signature in black ink, appearing to read "G. M. Walters".

G. M. WALTERS
COMMANDING GENERAL
2D MARINE AIRCRAFT WING