



**Commanding Officer's  
Policy on Equal  
Opportunity, Equal  
Employment, and Sexual  
Harassment**  
(as of 6 June 2016)



**RESPONSIBLE, READY, RELEVANT**

**All MACS-2 Marines and Sailors are responsible for treating each other fairly and with dignity and respect.**  
Everyone will be given the same opportunity to achieve their full potential based on individual merit.

Our "family" represents various backgrounds in religion and ethnic origin; however we all share a common bond as Marines. It is important for us to not only understand the diverse backgrounds of the Marines around us, but to also value each other's diversity. Regardless of our differences, every Marine represents both your individual posterity and the future of our Corps. It is each and every Marine's responsibility and duty to take care of the Marines around them. Truly knowing and taking care of the Marines around us yields trust which improves communications, builds relationships, creates mutual respect, and strengthens teamwork—all key ingredients for a successful and ready organization.

**Discrimination and Sexual Harassment violate our core values, violate policy, and violate one's integrity.**  
Discrimination is the illegal treatment of a person based on race, religion, ethnic background, national origin, age, or gender. Sexual harassment is unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature.

If a MACS-2 Marine or Sailor feels they have been the victim of discrimination or sexual harassment, we will endeavor to resolve the issue via the chain of command at the lowest possible level through the Informal Resolution System. If the situation cannot be resolved at the lowest possible level and a formal complaint is appropriate, then we will use the Request Mast process. Marines are encouraged to seek advice and assistance from our Equal Opportunity Representative who is available to answer questions concerning equal opportunity and will assist any person filing discrimination or sexual harassment complaints. Request Mast is every Marine's right; anyone who takes reprisal against a Marine who exercises this right will be subject to punishment under the UCMJ. Additionally, anyone making false accusation or who abuses this right may also be subject to disciplinary action. The bottom line is all such illegal and irresponsible behaviors negatively impact our readiness and will not be tolerated.

The most current MACS-2 Equal Opportunity Representatives and contact information are attached to this policy statement for our Squadron's outlying detachments. The Squadron's HQ representatives at MCAS Cherry Point are 1stLt Habermattie and 1stLt King.

J. B. NAYLOR  
Lieutenant Colonel, USMC  
Commanding

**RESPONSIBLE, READY, RELEVANT**