



Statement on Equal Opportunity and Sexual Harassment



Every Marine in the Spartan family has earned the title. Each one of us has passed the test the Corps presented, and has earned the right to be called Marine. Every Marine in this squadron is equally valuable to our community and our mission, regardless of their ethnicity, color, gender, beliefs or sexual orientation. At heart, we all bleed green.

Discrimination means treating someone differently based on their race, color, religion, national origin, gender, age or sexual preference. Examples of inappropriate behavior may be racial, religious, ethnic or gender-related jokes, disrespectful or inappropriate comments or messages, and performance evaluations or professional opportunities based in any part on these criteria. Sexual harassment is a form of discrimination that involves unwelcome physical or verbal contact of a sexual nature.

Our Marines deserve equality of opportunity to succeed on their merit, no matter their background, belief or orientation. I expect every Marine in the Spartan family to be treated with dignity, respect, and fairness, and that we will uphold the **honor** entrusted to us as Marines by fostering a climate of inclusion and tolerance.

Diversity within our ranks strengthens the Corps, and it is something we should value and celebrate. As Spartans, I expect that we will have the **courage** to be open-minded to those different from ourselves. The vast knowledge and understanding to be gained from each other's experiences is invaluable, and I expect you to treat every Marine with respect and tolerance.

If you do experience or witness an act of discrimination or inappropriate behavior, you have the responsibility to address, correct and report. I encourage you to first address the issue at the lowest level, making use of your chain of command or the Informal Resolution System. If a direct or informal approach proves insufficient, a formal complaint can be pursued, preferably via Request Mast. All complaints will be allowed without interference or reprisal.

MCWS 28 is **committed** to offering every Marine an equal opportunity to succeed and thrive. Marines will be treated with fairness, and no discrimination based on race, religion, gender, national origin, age or sexual preference will be tolerated in this command. Additionally, the workplace climate will reflect tolerance and respect for all. Every Marine is a valued and integral part of his command, and it is the responsibility of each of us to ensure a climate of fairness and tolerance even if it requires difficult choices. Remember, it takes courage to confront an enemy, but infinitely more to stand up to a friend. Spartans, however, will do what's right, not what's easy.

Commanding Officer
Marine Wing Communications Squadron 28

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