



## COMMANDING OFFICER'S STATEMENT ON EQUAL OPPORTUNITY



Equal Opportunity is an integral and essential part of our Corps' values of Honor, Courage, and Commitment. Our ability to accomplish our mission at Marine Corps Air Station, Cherry Point is built on the trust and teamwork shared between individuals and their leaders. All military personnel and civilian employees shall maintain the highest standards of professionalism and respect for every member within this command, and with those who rely upon our services. All personnel will be treated equitably, with dignity and respect, and be provided a professional workplace environment commensurate with those qualities. Any actions of misconduct, inappropriate behavior, and/or discrimination, to include sexual harassment, are unacceptable and will not be tolerated within this command.

**Discrimination** is the illegal treatment of a person or group based upon race, religion, color, national origin, age, gender, or sexual orientation. Discrimination also includes persons condoning, ignoring, or failing to correct negative and hostile working environments. Discrimination threatens morale, breeds mistrust, impairs unit cohesion, and impedes our ability to perform our mission. Discrimination, including hazing and bullying, will not be tolerated.

**Sexual harassment** is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal/non-verbal gestures or physical conduct of a sexual nature made implicitly or explicitly to intimidate or create a hostile or offensive working environment. Both forms of discrimination create an unhealthy climate, are illegal, and are inconsistent with our core values.

The preferred method to identify and correct discriminatory practices is via the chain of command, through the use of the Informal Resolution System (IRS). The IRS is the most expeditious means to attempt resolution and restore the trust necessary for unit cohesion. In cases where the IRS is not possible, Request Mast is the preferred method for filing a formal complaint. All members have the right to report incidents of discrimination or sexual harassment without fear of reprisal. If you believe you have been the subject of reprisal, your avenue for redress and resolution is the Command Inspector's Office.

As your commander, it is my responsibility to thoroughly review all reported cases where discrimination is suspected and apply immediate corrective action to provide a resolution. I will also hold all guilty personnel accountable for their actions or inactions. If you believe you have been the subject of (or witness to) acts of discrimination, to include sexual harassment or hazing, you should report it to your immediate chain of command, or the command Equal Opportunity Representative. Should you require further assistance, advice, or instruction, contact the Marine Corps Air Station, Cherry Point Equal Opportunity Advisor at (252) 466-2326.

T. W. FERRY  
COLONEL, U.S. MARINE CORPS  
COMMANDING OFFICER  
MARINE CORPS AIR STATION, CHERRY POINT