



COMMANDING OFFICER'S STATEMENT ON EQUAL OPPORTUNITY

Our ability to accomplish Marine Corps Air Station Cherry Point's mission is built on the trust and teamwork shared between individuals and their leaders. Inherent in this trust is the understanding that fair, scrupulous, and unbiased treatment is the leadership standard that I require. Injustice perceived by an individual or a group, whether real or imagined, has a detrimental effect on unit readiness and morale. Therefore, we shall foster an environment free of discrimination. Discrimination in any form, to include sexual harassment, is behavior that is inconsistent with our core values of honor, courage, and commitment. It is intolerable and, when identified, will be immediately corrected.



As your Commander, it is my responsibility to ensure the equality of treatment and the opportunity for all personnel to achieve their full potential based solely upon individual merit, fitness, and ability. I will thoroughly review all reported cases where discrimination is suspected or alleged, with the corrective action applied to anyone found guilty of inappropriate behavior.

All Leaders: Sound leadership is the key to eliminating all forms of unlawful discrimination, and those in supervisory positions shall foster and demand an environment free of inappropriate behavior. Those in supervisory positions shall afford every individual the full opportunity for professional achievement - ensure that this sense of fairness is constant and genuine.

All Hands: All military personnel and civilian employees shall maintain a high standard of professionalism and respect for every member within this command and to those that rely upon our services. It is the responsibility of every individual assigned aboard MCAS Cherry Point to foster a work environment **free from sexual harassment or discrimination of any type with respect to race, age, gender, religion or national origin**. Our success is dependent upon each and every Marine, Sailor and civilian contributing their part. To that end, it is the responsibility of each member of this Command to address, correct, and/or report, **without fear of reprisal**, through their chain of command any instance of discrimination or harassment they might experience or witness. There are two ways to accomplish this. (1) **Informal Resolution System (IRS):** This is an informal means of handling a complaint. The use of the IRS should be utilized at the lowest levels to resolve any situation resulting from discrimination or sexual harassment and (2) **Request Mast:** This is the formal method for filing a complaint and should be utilized when the individual(s) feel the problem either cannot be or was not resolved properly through the IRS. Assistance and additional information is available through the command Equal Opportunity Representatives, local Equal Opportunity Advisors, and Equal Employment Opportunity Counselors.

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