



Marine Air Control Group 38 Commander's Sexual Harassment Statement



Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career.
2. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

Leadership is the key to eliminating sexual harassment. Every Marine and Sailor is responsible for and must be committed to preventing sexual harassment in our work environment. This begins with **love, trust, and commitment**—love for our Corps and one another, trust in our shared professionalism, and commitment to uphold the dignity of every Marine and Sailor. These virtues are the lifeblood of readiness. When we foster mutual respect, we strengthen the trust that enables maneuver, initiative, and disciplined decision-making in combat. Violations of that trust corrode morale, degrade cohesion, and weaken our ability to fight as a team.

I expect every leader in MACG-38 to create a climate of dignity and respect - one that is unambiguously free of sexual harassment, sexism, and unprofessional conduct. This climate must be cultivated daily through personal example, engaged leadership, and swift correction of inappropriate behavior. **Readiness is not confined to equipment or training—it includes the moral and emotional integrity of our formation.** A unit that tolerates harassment cannot be ready for combat.

Marines and Sailors who experience or observe objectionable behavior must act. Decision-making is a moral act, and intervention is an expression of leadership. Individuals are encouraged to resolve issues at the lowest appropriate level using the Informal Resolution System (IRS) whenever possible. However, every Marine and Sailor retains the right to submit a formal complaint without fear of reprisal. Retaliation or reprisal against those who report misconduct will not be tolerated. Complaints made in good faith, even if unsubstantiated, are a vital part of maintaining accountability and trust. Intentionally false complaints, however, are themselves violations of integrity and will be addressed accordingly.

Sexual harassment is punishable under the UCMJ for uniformed service members and is grounds for disciplinary or administrative action for civilian employees. I will deal with such behavior swiftly and decisively, using every available resource to protect our people and preserve the integrity of this command.

At its core, **our strength lies in the love we have for one another, the trust we build, and the commitment we uphold.** We will treat every individual with dignity and respect, safeguard the honor of our profession, and maintain a workplace worthy of the title United States Marine.

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Semper Fidelis,


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Colonel, USMC
Commanding Officer