



Marine Air Control Group 38 Commander's Equal Opportunity Statement



We belong to a Corps that prides itself on being distinct from other warfighting organizations. Our core values of honor, courage, and commitment demand that we treat others with dignity and respect, just as we wish to be treated. Discrimination, which includes sexual harassment, is not consistent with our core values. Marine Air Control Group 38 (MACG-38) relies on the individual and team efforts of every Marine and Sailor to create an environment that fosters cohesion, trust, and respect for every individual.

Equal opportunity is a leadership issue, and discriminatory behavior, either real or perceived, undermines morale and readiness which adversely affects our ability to accomplish the MACG-38 mission. The Marine Corps policy on equal opportunity is clear and simple; no form of discrimination to include color, sex, race, religion, national origin, or sexual harassment will be tolerated. Sexual harassment is defined as a form of sex discrimination that involves unwelcomed sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature. I am fully committed to the fair and just treatment of every member of this command. I will not accept hazing, discrimination, or otherwise demeaning behavior. This type of conduct is the hallmark of the ignorant and the unprofessional, not United States Marines.

It is the responsibility of the chain of command to ensure that all personnel understand the Marine Corps policy regarding equal opportunity, and how to contact the MACG-38 Equal Opportunity Advisor (EOA). Any individual who believes he or she has been discriminated against, or harassed has two methods of seeking redress. The informal resolution system (IRS) should be used whenever possible to resolve issues quickly and fairly. If the IRS process does not resolve the issue, the preferred method to file a formal complaint is request mast. Those who are found guilty of discrimination, as well as those who knowingly make false allegations will be subject to disciplinary action. Also, in accordance with Marine Corps policy, anyone filing a complaint will not be subject to any form of reprisal.

My policy on equal opportunity is clear; I will provide equal treatment and the opportunity for all members of this command to achieve their full potential based solely upon individual merit, fitness, and abilities.

The MACG-38 EO Advisor, GySgt Marin, can be reached at extension 858-307-9475 or at fredrika.marin@usmc.mil.

Semper Fidelis,

J. P. Quinter
Colonel, USMC
Commanding Officer