



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.

Workplace conduct, to be actionable as "abusive work environment" harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or abusive. Sexist behavior which disparages or discriminates based on sex, while not sexual, is a form of discrimination and is equally unacceptable. All Marine Air Control Group 38 (MACG-38) Marines and sailors will treat each other with dignity and respect and will maintain a professional work environment free from sexual harassment. I will not condone or ignore sexual harassment and will hold Marines and Sailors accountable when allegations of sexual harassment are substantiated.

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. We must all do our part to prevent sexual harassment. I will foster a positive climate free of disruptive, provoking, discriminatory, or otherwise unprofessional behavior. In line with our **G.U.A.R.D.I.A.N.S.** philosophy, we must all set the example in treating others with dignity and respect which is essential to maintain high morale, discipline, and unit readiness.

Individuals who are subjected to or observe objectionable behavior should promptly take the required action necessary in order to resolve the issue. Marines and Sailors are encouraged to try and resolve the issue at the lowest possible level using the informal resolution system (IRS). However, every Marine and Sailor also has the right and responsibility to lodge a legitimate formal complaint of sexual harassment without fear of reprisal. Anyone who makes an intentionally false complaint may be subject to adverse administrative or disciplinary action. A complaint that is not substantiated does not automatically constitute an intentionally false complaint though. Sexual harassment is punishable under the Uniform Code of Military Justice (UCMJ) for uniformed naval service members and is the basis for disciplinary action with respect to civilian employees. I will deal with such behavior swiftly using all available resources.

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