VMFA-122 Commanding Officer – Equal Opportunity Policy

This squadron's sole purpose is to deploy into combat, fight and win whenever our nation calls. From the World War II Pacific campaign, to Vietnam and the Global War on Terrorism, VMFA-122 has established a remarkable legacy of service to country and Corps. I am honored to command the best squadron in the Marine Corps.

My Vision

"Passionate and disciplined commitment to balanced excellence."

Establishing a culture where every 'Werewolf' is provided an equal opportunity to attain professional and personal excellence is the diversity goal for VMFA-122.

Discrimination and sexual harassment are threats to this diversity goal and are counter to the keystone of our Corps and this command – Semper Fidelis. Discrimination is the illegal treatment of a person or group based on age, color, gender, race, religion, or national origin – to include those condoning, ignoring, or failing to correct this illegal treatment. 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. Any legitimate complaints that cannot be resolved will be handled as illegal conduct.

Diversity continuously infuses and refreshes differing points of view and approaches to the challenges and opportunities this squadron faces on a daily basis. Embracing this diversity respects and honors our differences and makes this squadron greater than the collection of its Marines, Sailors, and civilians. My expectation is for every "Werewolf" to intensely self-analyze every decision and action they make to ensure it is based on merit, dignity and respect vice the destructive forces laced in the threats of discrimination and sexual harassment that poison the potential of this squadron.

In addition to each of our moral compasses and this policy, MCO 5354.1D W/CH1 Equal Opportunity Program and MCO 1000.9A Sexual Harassment will guide our actions. Any discrimination or sexual harassment shall be handled immediately and ideally at the lowest level via the Informal Resolution System that emphasizes core values of honor, courage, and commitment as well as each person's responsibility to be role model of appropriate behavior and confront inappropriate behavior when observed or brought to his/her attention. Any member of this squadron that takes reprisal action against an individual making a complaint will be punished under the UCMJ. Additionally, any intentional false complaints will be subject to adverse administration or disciplinary action as well.

I call on each individual Marine and Sailor review options under the IRS, and take action to resolve the conflict directly, informally through a third party, or via a request for the command to execute generic, non-accusatory training. The squadron's Equal Opportunity Representative is available to facilitate the informal resolution options as well as a formal complaint. Although there are different methods for filing a formal complaint, Request Mast is the preferred method.

The power of equal opportunity lies in matching the power of diversity to professional and personal excellence for each member of the squadron in order to achieve tactical excellence. Every Marine and Sailor in VMFA-122 achieving professional and personal excellence enables this squadron to be tactically perfect. I am committed to ensuring every single Werewolf is provided the opportunity to achieve excellence.

Semper Fidelis,

Wade E. Wiegel
Lieutenant Colonel, United States Marine Corps
Commanding