



**COMMANDING OFFICER
MARINE AIRCRAFT GROUP 31**



**EQUAL OPPORTUNITY AND
SEXUAL HARASSMENT POLICY**

30 June 2015

**RESTORING
DEPTH IN READINESS

MARINES * MISSION * MATERIAL
EMPLOYABLE - DEPLOYABLE

Equal Opportunity is as important as training readiness and material condition to RESTORING OUR DEPTH IN READINESS. No unit can achieve a high degree of readiness without the contribution and dedication to mission by everyone in the unit. Any discriminatory acts or sexual harassment will erode trust, diminish unit cohesion and will quickly degrade our ability to focus on our mission. I expect every member of this command to foster an environment of trust and respect for all.

Every Marine, Sailor, Airman and Civilian in MAG-31 has the absolute right to be treated with fairness, dignity and respect, without fear of reprisal!

Examples of inappropriate treatment and discrimination include: sexual harassment; hazing; racial, ethnic, religious, or gender-based jokes; biased treatment regarding promotions, awards, or standards of accountability; and covert reprisal against an individual for reporting perceived discriminatory treatment. All of us have an inherent duty to report incidents of discrimination, sexual harassment, or hazing. I have an inherent duty to the members of this command to treat all cases with sensitivity, urgency, and justice.

Any individual who believes he or she has been discriminated against or harassed has two methods for resolving an Equal Opportunity (EO) complaint or allegation. Members are encouraged to first seek resolution through the Informal Resolution System (IRS) at the lowest level possible by addressing the issue directly with the person demonstrating the behavior or by seeking a third party (chain of command) to intervene. If the IRS does not resolve the inappropriate behavior, a formal EO complaint can be filed using the Request Mast process as the preferred method.

Marine Aircraft Group 31 will have an environment that evaluates individuals based on their performance and leadership ability while providing equal opportunity to advance for those that excel. I expect anyone who encounters or witnesses acts of discrimination or sexual harassment to take action. Assistance is available from your respective unit EO Representatives. Civilian personnel should seek assistance through the installation EEO Office.

ROBERT D. COOPER
Colonel, U. S. Marine Corps