



Commanding Officer's Policy Letter #3

From: Commanding Officer
To: All Personnel

Subj: EQUAL OPPORTUNITY/SEXUAL HARASSMENT POLICY STATEMENT



When each of us voluntarily joined the armed forces, we took an oath to support and defend the Constitution of the United States of America. Our Constitution states that "all men are created equal" and that equality is guaranteed to all people regardless of race, color, religion, gender, age or national origin. As the Commanding Officer, I am committed to the promotion and maintenance of a positive atmosphere of equal treatment for all members of The Deuce Team.

The members of The Deuce Team hail from diverse backgrounds with similarly diverse views and interests. In order to remain the cohesive combat ready Squadron that we are, we must embrace and celebrate the diversity that exists between us and treat each other with dignity, respect, and professionalism—any other behavior is divisive and only serves to weaken our team. Commitment to equal opportunity enhances our unit cohesion, combat readiness, and warfighting superiority. Every member of The Deuce Team is working toward mission accomplishment and deserves an equal opportunity to succeed by working in a Squadron that values honor, integrity, and caring for fellow Marines and provides an environment free of prejudice, disrespect, and mistrust.

My personal message to all Deuce members should be clearly understood—discrimination of any kind is wrong and will not be tolerated. My intent is to promote an environment free from personal, social, or institutional barriers that prevent any Marine or Sailor from rising to the highest level of responsibility possible and provide equal opportunity for all Marines without regard to age, color, gender, race, religion, or national origin. I have zero tolerance for discrimination, sexual harassment, or hazing, and I will not tolerate behavior inconsistent with our core values of honor, courage, and commitment. My goal is to integrate equal opportunity into every aspect of Squadron life in order to maintain a cohesive, combat ready team.

Marines who feel they have been subject to discrimination or sexual harassment are encouraged to resolve the matter directly with the offender. The chain of command is the primary and preferred channel for resolving discriminatory practices and correcting equal opportunity inequities. Though informal resolution is the preferred method, request mast is the preferred mechanism for formal complaints. No one should fear reprisal for bringing a complaint forward. Those individuals who violate this policy will be held accountable for their actions. Incidents of noncompliance with my policy and those of the Marine Corps will be brought to my attention for rapid and appropriate administrative and disciplinary action.

A great man once said the words, "**It's All About Respect. Respect Yourself, Respect Others, and Respect Your Surroundings.**" I believe in those words, and encourage you to do so as well. Together, as team, we will accomplish any mission while working in a Squadron that ensures equal opportunity and is respectful of all. Semper Fidelis!

Thomas J. Witczak
Lieutenant Colonel, USMC
Commanding Officer MWHS-2