



**COMMANDING OFFICER
H&HS IWAKUNI
EQUAL OPPORTUNITY
POLICY STATEMENT**



I am firmly committed to Marine Corps policies which provide EQUAL OPPORTUNITY and FAIR TREATMENT for all Marines and Sailors. I demand that every civilian, military, supervisor, and officer foster a work environment that affords people the opportunity to achieve their full potential. Together we MUST ENSURE the work place is **COMPLETELY FAIR** at all levels of management to ensure there is no discrimination on the basis of race, ethnicity, religion, national origin, sex, or age. This policy shall be applied to every command policy, action and program related to H&HS Iwakuni. I cannot stress enough that there will be **ZERO TOLERANCE** for discriminatory actions of any kind.

Equal Opportunity is a readiness, retention and recruitment issue that negatively impacts our **TEAM's** ability to accomplish our mission. The Marine or Sailor on your left or right is your teammate and lifeline in garrison as well as combat. The only discriminator used in this squadron will be that of performance. Those who work hard, conduct themselves within the standards of the Marine Corps and Navy, and contribute to the overall readiness and mission accomplishment of H&HS will excel and be recognized and those who choose otherwise will not.

Any equal opportunity complaint will be confronted **IMMEDIATELY**. A complaint can be made verbally, in writing, or both to any/all of the following without the fear of retaliation, rejection or being seen as a troublemaker using the Informal or Formal Complaint Procedures via:

- Chain of Command
- Squadron Equal Opportunity Representative
- MCAS Iwakuni Equal Opportunity Advisor
- Initiate Request Mast

Bottom line is that leaders at every level down to the individual Marine or Sailor need to ask themselves if they are fostering an environment that maximizes the fullest potential of every individual within our organization. In this war we cannot afford to deny our nation the talents and contributions of any of our men and women. Personnel however who choose to engage in discriminatory behavior will be held accountable.

**Michael R. Coletta
Lieutenant Colonel, USMC
Commanding**