

COMMANDING OFFICER MARINE TILTROTOR TEST AND EVALUATION SQUADRON 22



EQUAL OPPORTUNITY POLICY STATEMENT

The United States Marine Corps and this squadron have a “zero tolerance” policy toward incidents of prejudice, discrimination, intimidation and sexual harassment. All persons have the right to respectful treatment and equality, regardless of gender, race, religion or economic background. Failure to observe these basic rights threatens morale, degrades unit readiness and will be swiftly investigated. Substantiated incidents will result in disciplinary action, to include possible prosecution to the limits of applicable laws.

The following definitions can be found in MCO P5354.1D:

Discrimination is an “act, policy, or procedure that arbitrarily denies an individual their equal opportunity because of their age, race, color, religion, gender, or national origin”.

Sexual Harassment is a form of discrimination that “involves unwelcome sexual advances, request for sexual favors, and other physical and verbal conduct of a sexual nature, when it affects the job, pay, or career or our Marines or civilian co-workers or creates an intimidating, hostile, or offensive working environment”.

Reprisal is the “wrongful threatening or taking of either unfavorable action against another or holding favorable action from another solely in response to report of Discrimination or Sexual Harassment and enters into protected conversation. Marines at all levels must ensure that no one takes or condones any type of reprisal or acts of intimidation against a person who makes or provides information as a witness on an incident of alleged Discrimination or Sexual Harassment”.

Equal opportunity for all requires leadership and proactive engagement at every level.

I encourage the use of the Informal Resolution System for resolving conflict when possible. However, if a formal complaint arises, Request Mast is the preferred method to process these complaints. Questions regarding this policy can be directed to SSgt Britt, VMX-22 Equal Opportunity Program Manager at (910) 449-4039 or DNS 752-4039.

A handwritten signature in black ink that reads "S. P. Brodfuehrer". The signature is written in a cursive, slightly slanted style.

S. P. BRODFUEHRER